

Special Board Minutes (Draft)

Wednesday, April 27, 2022 @ 5:00 p.m.

Administration Conference Room

Present: Brian Gallup-Chair, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Kristy Bullshoe.

Virtual: James Evans. **Absent:** Brenda Croff.

Mr. Gallup called the meeting to order at 5:10 P.M.

Approval of Agenda: Motion by Mr. Conway to approve the agenda removing Samantha Devereaux, Babb Track Coach 2021-2022 (\$600.00). Second by Ms. RidesAtTheDoor. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Kristy Bullshoe, James Evans voting for.

Public Comment: Matthew Johnson, Covid Update-Nationwide Covid is spreading but is less severe and there are more medications; the Pandemic part is over. Everyone has to learn to live with a very resilient flu. Good hygiene and social distancing, and continued testing are recommended. There are no hospitalizations. Cinnamon Crawford stated people are taking home tests and are advocating for selves and continue to report positive tests; also, teachers continue to let her know and have contacted some parents. Recently two students tested positive in same classroom. Ms. Crawford is continuing to notify the tribe and IHS. Masks are an option and there are still a lot who are still wearing masks.

ITEMS OF ACTION

Hiring: Motion by Ms. Yellow Owl to approve hiring Kimberly Birdrattler, Napi Volleyball Coach 2021-2022 (\$642.00) and Samantha Devereaux, Babb Volleyball Coach 2021-2022 (\$600.00). Second by Ms. RidesAtTheDoor. No public participation. No board discussion. Motion passed with Brian Gallup, Mistee RidesAtTheDoor, Steve Conway, Donna Yellow Owl, Kristy Bullshoe, James Evans voting for.

Approvals: Motion by Mr. Conway to approve Salary Increase Administrators/Directors and Professional Technical 2022-2023; Contract Amendment: Robin England, McKinney Vento Liaison, 2021-2022 (\$7,460.00 prorated); L'Heureux Page Werner, PC, General Service AE Contract for Browning High School Classroom Additions 2021-2022 (\$302,900.00). Second by Ms. Bullshoe. *Discussion:* Superintendent Hall explained that the list shows number of years with working for BPS and daily rate of pay worksheet; one side is 2% and other is 3%. In green are administration staff that have been employed for 20 + years and yellow has been in district for 30+ years. Carlene Adamson and Tonia Tatsey have over 30 years with the district. The breakdown shows 260 day staff whereas a teacher is 187 days); 216 days are principals; others listed are 245 days; 215 days and 207 days. Professional technical work 260 days, 210 days, and 197 days. Superintendent Hall stated she has copies of her contracts that start her salary at \$115,000 and the increase for each year. Ms. Yellow Owl stated that the superintendent's contract shows she already received an increase this year and is being given it twice. Mr. Gallup stated that the superintendent has not had an increase for over a year. Superintendent stated the first year was 2017-2019 \$115,000; second year received same increase as administrators and went to \$117,000; and then to \$122,000; then to \$127,000.00 which was approved for this school year 2021-2022. There was no change in her contract amount when she was rehired in February for 2022-2023 at \$127,000. The raise in this discussion is for next school year 2022-2023. Ms. RidesAtTheDoor stated she saw a contract for 2022-2023 and it says \$127,524 and this says \$130,000. Superintendent Hall stated the \$130,095 is proposed for 2022-2023 at either 2% or 131,370 at 3%. Superintendent Hall stated she is recommending 3% because certified received 3% and past practice is that admin/pro tech and directors received the same as certified. Last this group did not receive as much an increase as the certified staff. Ms. TallWhiteman stated it was \$122,000 then brought forward in July at \$127,000 and it was stated there would be no increase and there was an increase and stated we are comparing teachers to administrators and professional technical and stated it would be nice to see the teachers' years with masters +10 and 20 years. We are comparing apples to oranges and you can't compare a teachers' rate of pay to administrators, and say 2% according to certified and the same as certified at 3%. The board increases what they

bargain for and it is over a 2-3 year period sometimes. They do an average of which would be 1% over 3 years. Superintendent Hall stated certified got 5% for last year and they get 3% this year. Ms. TallWhiteman stated it is only dollars compared to thousands and with a masters' degree then why are they making so little. Ms. RidesAtTheDoor stated some of the salaries were wrong on the list; make sure the numbers are correct. Mr. Salois stated he went through all and they are correct; one had an amendment and was corrected and the list is accurate. Ms. Yellow Owl stated she is not really questioning past years and what do now, none of her questions are against anyone except the superintendent's contracts. Ms. TallWhiteman stated when she sees increases for certified and questions it when comparing daily rates and it has nothing to do with the people but what they do. Those who work directly with the kids, and know what they go through and has been at the administration and worked various jobs and at the end of the day want to see teachers treated as high as those people; this has to do with the numbers. Ms. Yellow Owl stated the board is the negotiator for the classified and certified and the board should go to the. Mr. Gallup stated he has been here long enough to know that the board use to negotiate and this was changed by consensus of the board. Mr. Gallup asked if it is going to be 2% or 3%. Ms. TallWhiteman stated 2% raise. Second by Ms. Bullshoe. Mr. Conway asked what certified staff got. Superintendent Hall stated they received 3% for next school year. Superintendent Hall stated take her raise off the list.

Motion by Mr. Conway to adjourn at 5:40 p.m. Second by Ms. RidesAtTheDoor. Motion passed.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Brian Gallup, Board Chairperson

_____ Crystal Tailfeathers, District Clerk