

Regular Board Minutes
Tuesday, September 27, 2018
Babb Elementary School

Present: Brian Gallup-Chair, Wendy Bremner, James Running Fisher, James Evans (6:30 via telephone), Jess Edwards, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteMan.

Mr. Gallup reconvened the meeting at 5:05 p.m.

Mr. Gallup thanked the Babb Elementary for their recognitions and presentations at the noon session in Babb. Student/Staff/Community/Parents recognitions: Mary Ann Flamand, Kim Walker, Suzanne Weekes, Jennifer Reed, Jennifer Fenner, James Flamand, Lillie Juneau, Amber Walker, Kyra DuBray, Ariel McFadyean, Mya Duarte, Jack Billedeaux, Jozee Fitzgerald, Karson Loring, Carolyn Gray, Doug Fitzgerald, James Flamand, Shantel DuBray, Carma Billedeaux, Leatha Arcand, Kim Walker, Chris Walker, Shelly Sinclair, Skylar Sinclair, Shane Sinclair, Katie Whitford, Marcus Potts. Students presented on family, favorite foods, and what they want to be. The meeting concluded at 1:05 p.m.

Sicily Bird gave a positive stating that they had a really good day at the Napi. It was a calm day at school and Ms. Bird stated that she made it to 10-classrooms to observe.

Approval of Minutes: Motion by Ms. Yellow Owl to approve the Special Board Minutes of 9/5/18 and Regular Board Minutes of 9/11/18 with no changes. Second by Ms. Bullshoe. No discussion. All in favor/Motion passed.

Approval of Agenda: Motion by Ms. Yellow Owl to approve the agenda with the following change: remove Gear Up travel to Boise, Idaho. Second by Mr. Edwards. No discussion. All in favor/Motion passed.

Student Recognition: Sicily Bird stated that students were on a bus trip and Randon Boyce, a 6th grader, did the Heimlich maneuver and helped a student who was choking on a French fry. Randon was very calm and reassured everyone that things were okay. Ms. Bird stated that Randon is a very honest person with a very calm demeanor and will one day be a leader in the community. Jessica Racine stated that the Napi Elementary adopted a program for the 6th grade leadership for MBI and Randon was recommended by staff to be the MBI role model. Randon was presented with a blanket by the student's family.

Public Comment: Mr. Gallup stated that information was requested regarding placement of public comment on the board agenda and noted that public comment can be anywhere the board wants it to be on the agenda. Mr. Gallup suggested leaving it at the beginning of the agenda because it is too late for people if it is on the end of the agenda. Mr. Gallup noted that public participation can be made on items on the agenda after the motions are made but it cannot take place after the vote. The Board can discuss moving public comment at a later if necessary.

ITEMS OF INFORMATION

Building Reports: Ms. Yellow Owl noted the information on the transportation report and asked how many drivers is the district short. Wayne Hall stated that he is 4-drivers short on routes. Ms. Yellow Owl stated that parents are upset because kids are not getting on the right buses and asked who is responsible. Mr. Hall stated that the district has many activity trips, missing staff, and other routes have to double up to cover routes. Superintendent Hall stated this happens mostly with the little guys and noted that there is a roster. Mr. Hall stated that Teri DeRoche send the changed rosters to all the schools, secretaries and it is supposed to go to the TA's so that they know what but the student is to get on. Mr. Hall felt that there needs to be someone on the buses with the little kids. Rebecca Rappold sent out a survey to find TA's that can ride. Superintendent Hall stated that the district will have to pay overtime for this and noted that the last pay period overtime pay was \$5,000+ which is \$270,000 in one year. Mr. Hall stated that other schools are equipped with identity check system so that they can track students the get on the bus and when and where they get off the bus. The majority of lost kids is because the parent is not home when the kid is dropped off. Ms. Bullshoe asked what is the recruitment for finding drivers. Mr. Hall stated that he does have some drivers coming on and the wage is right. Background checks will take up to 5 weeks. Mr. Running Fisher stated that the majority of drivers with CDL are working on the roads. Ms.

Bullshoe stated that the road work is coming to an end and those people will need jobs. Mr. Hall stated that a passenger endorsement does not allow you to drive a school bus, you must have a CDL. Ms. Bullshoe stated that you can take a test to get the bus driver endorsement and suggested putting a notice in the paper and not the increase wages. Jill Mattingly stated that Helena is piloting a bus program such as the one Mr. Hall is talking about and they are very pleased with the new process. Superintendent Hall asked Wayne Hall and Everett Holm to start researching this process. Ms. TallWhiteMan stated that the district can sync an iPad to Infinite Campus where the student touches their name and noted that the school can get the iPad equipped with this on our program. Ms Bullshoe asked how many applicants do we accept before there is an interview. Emorie Bird stated that it depends on whether the applicants are qualified. Ms. TallWhiteMan stated that our maintenance department does not want to use mCloud but she wants the company to be brought in to make changes and also stated that she has questions on the cell phones. Ms. TallWhiteman stated that she wants the same amount across the board on all cell phones, i.e. data, minutes, etc. and also stated that it still bothers her that the board was being recorded and did not know; if the meetings are going to be recorded then there needs to be a statement posted saying it is being recorded. Mr. Gallup stated that the meetings are not being recorded any longer but noted that if a member of the public wants to record the meetings with a phone, they can. Ms. Bremner stated that she has seen other districts broadcast their meetings to the public and stated that she does not object to doing this; it gives the public great information and is a benefit to the public. Ms. Bremner stated that some board members have issues with district cell phones and felt that bus drivers should have cell phones for safety of the kids. Everett Holm stated that the issue is not bus drivers, it is that he is reducing the number of cell phones because some drivers elect to use their own phones and they are not using the district cell phones. Mr. Gallup stated that it is not an issue if they choose to use their own phones. Ms. Bremner felt that it was good for the administrators to have cell phones. Ms. TallWhiteman stated that some only have flip phones with only talk available. Mr. Holm stated that if students are using the cell phones, the district will have to have a filtering plan because it would sacrifice the e-rate. Ms. Bremner stated that some kids can only reach their parents with facebook or messenger. Mr. Holm stated that our bus drivers will need to learn how to log into facebook. Ms. TallWhiteman stated that some kids are asking to use other peoples' phones. Mr. Gallup stated that this can be discussed when reviewing policy. Mr. Gallup noted that this is only discussion and the board is not giving anyone direction. Superintendent Hall stated that some administrators have chosen to use their personal phones. Ms. Yellow Owl stated that the policy should state who should have district cell phones and noted that some people on the list do not need a cell phone. Mr. Edwards asked when the school will start blocking the streets. Reid Regan stated that he received the signs this week and maintenance will be painting the lines. There are two people out every day on each street. Jennifer Wagner suggested having a meeting with the community to give them information on this. Tim Peterson suggested a traffic study. Ms. Bremner agreed. Mr. Edwards stated that the council agrees with making necessary changes. The board agreed to contact a person for a traffic study. Mr. Reagan stated that the manhole was not replaced during some work done by the IHS and now the concrete is busted and it is sinking. Since IHS was overseeing the project they are contacting Billings and waiting for a decision. Mr. Gallup stated that IHS knows it is their fault and they need to get it fixed but if the district sees that it is not getting fixed, we need to take action right away. Ms. Wagner stated that the schools have added extra help for crosswalk duty. No further discussion.

Superintendent's Report

Incorporating Blackfeet Values-Ideology into STEM Education: Superintendent Hall stated that this proposal is to do a NASA space and earth stem outreach with the middle school. Dennis Juneau stated that it will be a targeted class; the materials will be for teacher use after the project is finished; and will be good study, curriculum, and resources.

Superintendent's Update: Superintendent Hall stated that they are moving forward with incentives for staff for staff appreciation in May. Ms. Bremner asked who is on the Education Committee. Superintendent Hall stated that it is the tribe and she has met with Vera Tailfeathers, Scott Kipp, and Stacey Keller and they have asked Ht. Butte school, Carol Murray and the tribal lawyers to attend. The Tribe likes the homeschool idea and Superintendent Hall will work with MTSBA and the tribal legal department. Ms. Bremner stated that she doesn't want the message that restraining orders are not valid in certain places on reservation. Superintendent Hall stated that the school recognizes the restraining order but cannot guarantee enforcement because staff cannot be everywhere. The tribe is on board with attendance issues. Superintendent Hall has sent letters to work on support of the Sportsplex and has tried to work with Housing regarding teacher housing. However, there are changes

taking in place at Housing that will hold things up. Four people were sent for emergency certification and the district has received 3 approved certifications back. Those individuals will be brought forward to hire at the next board meeting. Following the 8-week student teaching is up the district will ask the board to hire all 2+2 people. Matching cheerleader uniforms were ordered; Cross country uniforms were found and they still may use the uniforms with the logos. If the uniforms have a trademark they can still use if they were a gift. Joe McKay and Michael Dahlem agree however we still need to check the trademark status. Superintendent Hall read an email from OPI regarding the high school's progress on order and instruction in classrooms and the changes that have been put in place. No further discussion.

Results of Mail Ballot Election: 382 for; 109 against. These are unofficial results. The board will canvass on October 9. The district will be moving forward with middle school renovations and will discuss timelines at the facilities committee meeting. A Surveyor is already on the premises.

Human Resource Status Report: Ms. Yellow Owl asked about the 4 bus driver positions that are needed but are not on the list. These will be added to the next report. Emorie Bird stated she had student teachers listed to take vacant positions and has removed them because they will not be recommended until their 8-weeks student teaching have been completed. Mr. Gallup state that is the correct procedure.

Resignations: Superintendent Hall accepted the following resignations: Jaycee Marceau, Personal Care Attendant-KW Vina Effective 9-1-2018 and Milyn Lazy Boy, Teacher Assistant-Napi Elementary, Effective 9-5-2018. No discussion.

#3000 Series Student Policy

#3121 Enrollment/Attendance: Mr. Gallup stated that non-resident does not need permission any longer as stated on line 13 & 14; this changed with ESSA. Jill Mattingly asked to add to line 15 'designated as homebound'. It was noted that the Running Start Program is dual enrollment. Superintendent Hall will discuss lines 37-41 with MTSBA. Superintendent Hall stated that Impact Aid states that for student count purposes, if the student lives in our school district they can be counted by BPS even if they attend school in other school districts. Mr. Gallup stated that student count day is the keyword. Student count day is coming up October 2.

#3125 Education of Homeless Children: Superintendent Hall noted the email from Nikki Hannon making the recommendation to use the Billings School policy, adding the ESSA homeless and foster care sections "Education of Children in Foster Care: Every foster child is entitled to equal access to the same free, appropriate public education provided to other students. The district must assign and admit a child who is in foster care to a District school regardless of residence and irrespective of whether the foster child is able to produce records normally required for enrollment., and "A child in foster care is defined as a "24-hour substitute care for children placed away from their parents or guardians for whom the child welfare agency has placement and care responsibility."

Board Policy #3145 - #3211 will be reviewed at the next board meeting.

James Evans joined the meeting via telephone @ 6:30 p.m.

ITEMS OF ACTION

Hiring: Motion by Ms. Bremner to approve the following hiring pending successful background check/drug test: Earl Tail Jr., Football Coach-Napi Elementary 2018-2019 (\$430.00); Edward Fish, Football Coach-Napi Elementary 2018-2019 (\$430.00); Tommy Heavy Runner, Football Coach-Napi Elementary 2018-2019 (\$430.00); Jacky Makes Cold Weather, Teacher Assistant-Babb Elementary. No public participation. *Board discussion:* Ms. Bremner stated that she sees that are some people being hired after they have done the work, coaches, election judges, etc. and stated that this practice is not acceptable and that she does not want explanations, just get it fixed. No further discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Evans, Kristy Bullshoe, Rae TallWhiteman, Jess Edwards, James Running Fisher, Donna Yellow Owl voting for.

Motion by Ms. Bremner motioned to approve the following hiring pending successful background check/drug test: Terrance LaFromboise, Assistant Football Coach-BHS 2018-2019 (\$2,064.00); Marge LaBuff, Personal Care Attendant-High School; Lacey Salois, Home School Coordinator-William Buffalo Hide Academy. Second by Mr. Evans. No public participation. *Board discussion:* Ms. TallWhiteman asked if the wages are prorated or are they just getting the whole wage. Ms. TallWhiteman wanted to see it stated on the paperwork. Mr. Gallup stated that some of these people are already working so their wage won't be prorated. Ms. TallWhiteman asked if these positions were all advertised and stated that there are some that still need to be advertised. Emorie Bird stated that she will work with the Athletic Coordinators on the hiring and after the fact hiring. Superintendent Hall stated that the administration is still in discussion with wage and hour and MTSBA regarding overtime and noted that there may be some overtime paid to these individuals. Ms. Yellow Owl asked about Lacey Salois being hired in a position that she sees employees in the district have applied for and asked if the district does in house advertising first. Superintendent Hall stated that during negotiations the contract was changed and the positions are advertised in house and out at the same time; we no longer have to advertise in house first. When this position was advertised, there were no in-house transfer requests but there were applicants that were not employees. Because of this, Mr. Johnson proceeded with the interviews. Ms. Bullshoe stated that if they are already an employee they should have preference. Ms. TallWhiteman stated that an inhouse transfer should be given precedence. Superintendent Hall stated that the position was already advertised when the transfer request was made and there were already applicants to be interviewed. Ms. Bird confirmed that the advertisement had already drawn applicants before the individual in house applied. Superintendent Hall noted that because of the days the paper is released, the in-house advertisement has already been posted for a few days prior to the newspaper article. No further discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Evans, Kristy Bullshoe, Rae TallWhiteman, Jess Edwards, James Running Fisher, Donna Yellow Owl voting for.

Motion by Ms. Yellow Owl to approve hiring Juliana Salois, Youth Mental Health Specialist-GMP 2018-2019 (\$33,045.00 pro- rated) and Election Judges: Teresa Roland, Judy Smith, Katie Nomee (\$500.00). Second by Ms. Bremner. No public participation. No board discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Evans, Kristy Bullshoe, Rae TallWhiteman, Jess Edwards, James Running Fisher, Donna Yellow Owl voting for.

Contract Service Agreements:

Motion by Ms. Yellow Owl to approve a contract service agreement for Mabel Running Fisher, Substitute Workshop Training (\$210.00) pending successful background check. No public participation. No board discussion. Second by Ms. Bullshoe. Motion passed Brian Gallup, Wendy Bremner, James Evans, Kristy Bullshoe, Rae TallWhiteman, Jess Edwards, Donna Yellow Owl voting for. Mr. Running Fisher abstained.

Motion by Ms. Bremner to approve a contract service agreement for Angel Tail as the High School Concession Sponsor-BHS 2018-2019 (\$6,400.00) pending successful background check. Second by Mr. Evans. *Public participation/board discussion:* Ms. Yellow Owl asked when this position changed to a CSA. Ms. TallWhiteman stated that this position was always the activities secretary's job. Superintendent Hall stated that the board approved a new position for a concession sponsor when she came in as superintendent and the position has been advertised and have only one (1) applicant. Angel Tail filled in on the position last year when the concession sponsor quit. Ms. Tall Whiteman asked if this is a CSA, why doesn't it have others listed. Superintendent Hall stated that Angel Tail is the only applicant. The position was advertised in mid-August until one person applied. Ms. TallWhiteman asked if you take people out of their positions like 2a Angel Tail and 3a Crystal St. Goddard, were they advertised. Superintendent Hall stated yes, and these were the only applicants. Ms. TallWhiteman stated that there is history with one of these individuals with students and staff. Mr. Gallup stated that he will take Ms. Birds word that both positions were advertised. No further discussion. Motion failed 4-4 with Brian Gallup, Wendy Bremner, James Evans, Kristy Bullshoe voting for. Rae TallWhiteman, Jess Edwards, James Running Fisher, Donna Yellow Owl voting opposed.

Motion by Ms. Yellow Owl to approve a contract service agreement for Crystal St. Goddard as the Afterschool Program Coordinator-BHS 2018-2019 (\$8,672.00) pending successful background check. Second by Ms. Bremner. No public participation. No board discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner,

James Evans, Kristy Bullshoe, Rae TallWhiteman, Jess Edwards, James Running Fisher, Donna Yellow Owl voting for.

Out of State Travel: Motion by Ms. Bremner to approve out of state travel for Robert Hall, Everett Armstrong, Carolyn Zuback, Art WestWolf, Samantha Grant, Jocelyn BigThroat, Trayace YellowOwl, Blackfoot Language Symposium VII in Lethbridge, Alberta, Canada (\$605.79 ea) and Everett Holm, Dennis Juneau, Rudy Rivas, Sharon Tucker and Mistyne Hall, Apple Connect Ed Leadership-Learning Academy in Phoenix, AZ (\$304.22 ea). Second by Ms. Bullshoe. No public participation. No board discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Evans, Kristy Bullshoe, Rae TallWhiteman, Jess Edwards, James Running Fisher, Donna Yellow Owl voting for.

In State Travel: None.

Approvals: Motion by Ms. Yellow Owl to approve the following items: Amended Elementary CEC Comprehensive MOU 2018-2019 (\$60,000.00); Elementary MCLP Coach UP, Support Consultant-MCLIP Grant 2018-2019 (\$115,000.00); Survey to Incorporate Blackfeet Values-Ideology into STEM Education; Extended Contract Radium Woolf -New Teacher Orientation 2018-2019 (\$389.00); Extended Contract Johanna Hellman Johnson -New Teacher Orientation 2018- 2019 (\$612.00); Extended Contract-Natasha Siliezar-Big Sky Colony Teacher (\$2,931.00); Create Position-Personal Care Attendant-Napi Elementary; Browning Elementary Clubs & Sponsors 2018-2019 (\$2,690.00): Jimi Champ-BES 100,000 Word Club Goals, Calvin Lang-Walking Club Goals, Dana Bremner-BES Art Club Goals, Art Westwolf & Melinda Juneau-BES Culture Club Goals, Jimi Champ-STEM/Robotics Club Goals; Amanda Whiteman-NEW BES Beading Club/Sponsor/Goals 2018-2019 (\$516.00). Second by Ms. Bremner. No public participation. No board discussion. Motion passed with Brian Gallup, James Evans, Kristy Bullshoe, Rae TallWhiteman, Jess Edwards, James Running Fisher, Donna Yellow Owl voting for. Wendy Bremner abstained from approving Dana Bremner.

Motion by Mr. Evans to approve the following items: BHS Clubs & Sponsors 2018-2019 (\$7,560.00): Amy Andreas-Human Rights Club Goals, Amy Andreas-Library Club/Goals, Amy Andreas-Rising Voices Poetry Club Goals, Travis Miller-Coding Club Goals, Melody Small-Science Club Goals, Gus Garces-Student Council Goals, Gus Garces & Quentin Miller-National Honor Society Goals, JoAnne Grandstaff-Academic Challenge Club Goals, JoAnne Grandstaff-Sewing Club Goals, Robert Miller-Weight Club Goals, Stan Whiteman-Native Players & Spirit of the Buffalo Club Goals; Karla Bird- Good Deeds, NEW BHS Club/Sponsor/Goals 2018-2019; 19 + Year Old Student Attendance 2018-2019 SY; Create Position-Special Education Teacher Assistant-BHS. Second by Ms. Bremner. No public participation. *Board discussion:* Ms. TallWhiteman stated that she wants another club added for PROM to have a club sponsor that should be paid. Superintendent Hall stated that she is also going to aske for a Student Violence Club and ABLE Club. No further discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Evans, Kristy Bullshoe, Rae TallWhiteman, Jess Edwards, James Running Fisher, Donna Yellow Owl voting for.

Motion by Mr. Evans to approve the following items: Extended Contract-Ginny Crawford, Psychologist Reports 2018-2019 (\$16,906.00); Substitute Eligibility List 2018-2019; NSBA Dues 2017-2018 (\$2,675.00) District Claims Check #418911 - #419080 (\$545,995.82); Student Activities Claims Check #703381 - #703421 (\$10,479.89); Student Activities Claims Check #703422 - #703447 (\$7,456.88) and Additional Pays-Payroll. Second by Ms. Bremner. *Public participation/Board discussion:* Ms. TallWhiteman stated that she wants all local referee checks available just like they are for the out of town referees. Superintendent Hall stated that she did check into this and the reason the referees name was not brought up in time is because they were waiting for the referee sponsor to get the names submitted; she will discuss this with Vic Hall. Ms. TallWhiteman stated that the referees have always been able to get those checks cut the day they referee and stated that she does not accept Superintendent Hall's response. Jennifer Wagner asked if we can get checks made anytime? If we can bend the rules for the referees then all should be able to get the same. Dennis Juneau stated that if even if they do meet the deadline and the check is not cut why do we have to wait until the next week to get the check. Ms. TallWhiteman stated that the referee was given the excuse that the checks weren't done at the business office by Wednesday. Ms. Wagner stated that she is talking academics and felt that if they could cut a check the same day for activities, they could do the same for academics. Superintendent Hall stated that this is in the SOP's and she will check into

this process. Ms. Wagner stated that she wants all to be treated the same. Ms. TallWhiteman stated that student activities referees have to be paid for the day the referee. Carlene Adamson stated that she believes referees being paid the day they referee is in MHSA rules. Ms. Edwards stated that he was at a basketball game at Napi and he did not like the way one of the coaches was acting because her team was losing the game; parents were upset over her actions. No further discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Evans, Kristy Bullshoe, Rae TallWhiteman, Jess Edwards, James Running Fisher, Donna Yellow Owl voting for.

There were no Purchases Over \$10,000.00; No Personnel; No legal.

Motion by Mr. Running Fisher to recess the meeting at 7:00 p.m. Second by Mr. Edwards. All in favor/Motion passed.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Brian Gallup, Board Chairperson

_____ Stacy Edwards, District Clerk