

Regular Board Minutes (Draft)

Wednesday, February 26, 2020 @ 12:00 p.m.
Administration Conference Room

Present: Donna Yellow Owl-Chair, Wendy Bremner, Brian Gallup, Brenda Croff, Kristy Bullshoe, James Evans, Jess Edwards, Rae TallWhiteman.

Ms. Yellow called the meeting to order at 12:10 P.M. Flag song by Pat Armstrong and Napi Elementary drum group.

Approval of Minutes: Motion to approve the 2/11/20 board minutes with changes: Add Mr. Gallup as present. Second by Ms. Bullshoe. Motion passed.

Approval of Agenda: Motion by Mr. Evans to approve the agenda with no changes. Second by Mr. Edwards. Discussion: Ms. Yellow Owl noted that the 504 training for the school board will be rescheduled to March 10, 2020 @ 4:00 p.m. Motion passed.

Student Recognition: Sicily Bird and Amanda Flammond recognized the following students for 100 days perfect attendance for 4th, 5th, and 6th grade at Napi Elementary: Roxanne Alexander, Llewellyn ArrowTopKnot, Jasmine Bechel, Jacob Burns, Timothy Creemedicine, Jay Cumins, Jaeden Gilham, Jasmine Grant, Sebastian Grant, Christian Guardipee, Nancy Harwood, Mykell Hoyt, Aurelia Kennedy, Roderick Rider, Kaylee Peppers, Lucas Robertson, Emmett Schauf, Justeen Sharp, Izabella Spotted Eagle, Ayiana Spotted Eagle, Jaden Sure Chief, Rain Under Bear, Joseph Weatherwax, Randle Wippert, Katie Guardipee, Paulina Fitzgerald, Auctavian Bullshoe.

Sicily Bird recognized students for helping fundraise and for being leaders in the Napi Elementary: Sislynn TalksAbout, Dominick Bitsui, Aiyahna Green.

Parent Recognition: Sicily Bird recognized parents Jessica Schauff, Tracy Valandra, Lynne Keenan, Anna Bullshoe, Ann Pollock for their support with activities and volunteering.

Community Recognition: Sicily Bird commended the following officers: Austin Vielle, Kevin Kipling, Charles StillSmoking, Jesse Adam, Dewey BearMedicine, Jeff Horn, David OldChief, Ram Wells for taking time to come in to the school and interact with the students in a positive, leadership role. The officers challenged the Napi students to a game of basketball; the 6th grade team won.

Staff Recognition: Sicily Bird commended staff for their support and the extra time they put in at the Napi helping students with academics, fundraising activities and extracurricular. Chase Nevez, Earl Tail, Amanda Flammond, Theodora Weatherwax, Zebah Burdeau

Napi Elementary Presentations: The school board visited Pat Armstrong and Kayla Jeckylls classrooms to be involved in cultural learning and was challenged in by the Napi students to take part in “Are You Smarter Than A Napi Student” in Kayla Jeckyll and Adriene Tailfeather’s classrooms.

Recess at 1:16 P.M.

Reconvene at 5:00 P.M.

Present: Donna Yellow Owl-Chair, Wendy Bremner, Brian Gallup, Brenda Croff, Kristy Bullshoe, James Evans, Jess Edwards, Rae TallWhiteman (via telephone).

Ms. Yellow Owl stated her appreciation for the presentations at the Napi school.

Student Recognition: Bree Anna Polk was recognized for being a leader and representing Browning Public Schools at Carnegie Hall in New York. Bree Anna stated that the trip was super fun and amazing, and she enjoyed meeting students from all over the world. Bree Anna was the only participant from Montana and the only Native American chosen.

Public Comment: None.

ITEMS OF INFORMATION

Building Reports: Ms. Bremner thanked Robert Hall for the information in his board report. Mr. Hall stated that he is working to put all the information on audio and powerpoint. Superintendent Hall stated that every teacher is using the correct spelling of words that Mr. Hall is working on. Teachers asked to have Mr. Hall in their classrooms more. Ms. Yellow Owl Napi stated that the classrooms at Napi gave Mr. Hall shout outs and have his posters posted in their classes; Ms. Jeckell and her students are using the information real well in her classes. Ms. Bullshoe stated that Nikki Hannon has a big job and she is doing a great job meeting the needs of young mothers. Board members thanked Everett Holm for reporting about the live broadcasting report and the TV setup in the lobby at the high school. The live broadcasting has a 4-minute delay and Mr. Holm stated he is working to get it down to 10 seconds.

Superintendent's Report

Plain Talk Presentation-Principals & Staff: Staff reported on Maslow's Hierarchy of Needs and the connection to the work that our schools are doing to promote relationship building and study healthy transcendancy in schools; social emotional health, standardized tests, phonological awareness, word reading stages, strategies; sight words, improving written compositions; focus instruction around one content area at a time to increase learning. It was noted that the overall national writing skills are not progressing after third grade level and more programs are needed to step up to writing. Students need help to overcome distraction and concentrate, keep mind from wandering. BHA is continuing push for more and more reading and writing in all content areas; build and enhance critical thinking skills through summary writing and question generation; teach lateral reading strategies. Staff recommended to not allow phones in classrooms and felt it should be enforced school wide; consider amending phone policy moving forward, i.e. kids take phone breaks or earn a phone pass, etc. Find a balance.

Policy Review: Ms. Bremner felt that policy should not be zero tolerance but should provide rehabilitation and suggested to look at that policy. want to provide staff opportunity to same. Superintendent Hall stated that staff are offered the opportunity for support if there is a problem but they have not had any staff get involved. Mr. Salois noted that employee assistance is in the policy and administration is working with staff but if they do not respond, it is termination. If there is a random test for cause, administration does have to follow the CFR policy.

Spring Student Count 2019-2020: Stacy Edwards reported that student count was submitted in Maefairs and there are 33 less students than last fall (increase of 4 in elementary and loss of 37 secondary). Matthew Johnson stated that 25% loss are kids that go somewhere else; at least 50-60% are dropouts and are in their fourth year of high school with only 2-credits. BHA tries to guide these students toward Hi-set, Trapper Creek; students cannot take Hi-set unless they drop out of high school and there are students being homeschooled. Mr. Johnson stated that there are no clear answers; administration and staff follow-up on the dropout list from year to year and there is a handful of kids falling through the cracks; staff works with the courts and CPS. It is hard to get accurate numbers because of the many different factors. Ms. Croff asked about the students in their 4th year with only 2-credits. Mr. Johnson stated that there are young parents, kids dodging the system and don't want to be caught; it is hard to get them in school; there is a tough social situation and don't see any solution to this. Nikki Hannon stated that these kids need to get connected before they are in middle school/high school. It was noted that a missing student name was on the Missing Children List and the same name was on the JDC list, then the kids was seen walking down the street and he still has not registered for school. Jack Parrent stated that our court system does not understand the homebound list and some of the dropped students are dealing with major issues at home. The homeschool coordinator calls on the students and everyone works to get them back in school. Ms. Bremner stated that she doesn't want the school to not know where the kids are. Matthew Johnson stated that kids have

continuous patterns moving between other communities and they slip out of our jurisdiction. Crystal Tailfeathers works with the secretaries to make sure all are working together and using same codes in the computer so that we can keep better track of all kids.

HR Status Report: Mr. Salois stated that KW Vina had a transfer; BES a resignation; BMS a resignation. There will be more changes on the next report due to resignations and hiring.

Coaching Season Update: Mr. Salois stated that he's been trying to meet with Everett Armstrong and help with many activities going on. There will be recommendations coming for fall sports. Vacancies will be recommended for rehire and some will be advertised. Ms. Bremner stated that she heard there were 84 girls that went out for BB at Napi and they only have 4 coaches with 20 students on the teams. Mr. Salois stated that these have been brought forward to add positions when needed because they fluctuate. Sicily Bird stated that the biggest obstacle is not having enough people apply to coach. Mr. Edwards stated that the board was told the extra coach that was hired would be an option to be used. Ms. Bullshoe stated that it is not an option, the board was told that this would happen.

Resignations: The following resignations were accepted by the superintendent: Racquel Little Plume, Volleyball Coach-BMS, Effective 2-6-20; Jacy Racine, Teacher Assistant-BMS, Effective 2-7-20; Geri Lyn Burke, Teacher Assistant-KW Vina, Effective 2-12-20. No discussion.

ITEMS OF ACTION

Hiring: Motion by Mr. Evans to approve the following hires pending successful background check/drug test: Dale Ducharme, Teacher Assistant-BES; Karleen Whitegrass, VB Coach-BMS 2019-2020 (\$946.00); Tierra Iron Shirt, VB Coach-BMS 2019-2020 (\$860.00) and Whitney Bremner, VB Coach-BMS 2019-2020 (\$860.00). Second by Mr. Edwards. Public participation/Board discussion: Mr. Evans asked if the volleyball coaches for middle school are being paid after the fact. Mr. Salois stated yes, these are the individuals that he talked with the board about bringing forward to be hired in the last board meeting. Motion passed with Donna Yellow Owl, Wendy Bremner, Brian Gallup, Brenda Croff, Kristy Bullshoe, James Evans, Jess Edwards, Rae TallWhiteman voting for all except Ms. Bremner abstained from voting for Whitney Bremner, VB Coach-BMS 2019-2020 and Ms. TallWhiteman abstained from voting for Karleen Whitegrass, VB Coach-BMS 2019-2020.

Motion by Ms. Bremner to approve the following hires pending successful background check/drug test: Danielle Augare, Assistant Track Coach-BHS 2019-2020 (\$2,064.00); Roy McNabb, Assistant Track Coach-BHS 2019-2020 (2,064.00); Teresa Mischel, Concession Sponsor-BHS 2019-2020 (\$4,800.00) and Adrien Wagner, BHS Activities Choir Director 2019-2020 (\$2,807.04). Second by Mr. Evans. Public participation/Board discussion: Ms. TallWhiteman asked if the amount for the concession person is prorated and if this person is being paid the stipend as the concessions sponsor and also paid hourly. Mr. Salois stated that she was being paid as a sub for hours actually worked and submitting a time card and now she is working at the on rate on the CSA, not to exceed \$4,800.00. Motion passed with Donna Yellow Owl, Wendy Bremner, Brian Gallup, Kristy Bullshoe, Brenda Croff, James Evans, Jess Edwards, Rae TallWhiteman voting for all except Ms. Croff abstained from voting for Danielle Augare, Assistant Track Coach-BHS 2019-2020.

Motion by Mr. Evans to approve hiring Virgil Bullshoe, Special Olympic Coach 2019-2020 (\$2,800.00) pending successful background check/drug test. Second by Mr. Gallup. No public participation. No board discussion. Motion passed 8-0 with Donna Yellow Owl, Wendy Bremner, Brian Gallup, Brenda Croff, Kristy Bullshoe, James Evans, Jess Edwards, Rae TallWhiteman voting for.

Contract Service Agreement: Motion by Ms. Bremner to approve the following contract service agreements pending successful background check: JoAnn Powell, Certified 21st Century Tutor-Babb 2019-2020 (\$2,184.00); Kim Walker, Classified 21st Century Tutor-Babb 2019-2020 (\$1,196.00). Second by Ms. Bullshoe. No public participation. No board discussion. Motion passed 8-0 with Donna Yellow Owl, Wendy Bremner, Brian Gallup, Brenda Croff, Kristy Bullshoe, James Evans, Jess Edwards, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve the following contract service agreements: Brian Harrell, Chaperone-New Year's Eve Trip 2019-2020 (\$336.00); Earl Tail, Chaperone-New Year's Eve Trip 2019-2020 (\$336.00); Meri Gobert, Chaperone-New Year's Eve Trip 2019-2020 (\$336.00) and Tommy Heavy Runner, Chaperone-New Year's Eve Trip 2019-2020 (\$336.00). Public participation/board discussion: Ms. Croff asked why the district is just now paying these people and who is responsible for getting these done. Mr. Salois stated that these are teachers being paid for activities that have been done by eekahkimaht staff in the past. These individuals were not turned in to HR until after the fact. Ms. TallWhiteman stated that everyone should be productive and not wait until so late to pay people and stated that activities tries to submit and turn in timesheets and they are told they can't; someone needs to show them the right way to do this instead of saying no you can't, you're doing it wrong. Ms. Bremner stated that it is hard to get people to coach; she has seen these people working and they are not all listed on here. Mr. Salois stated that there is a process to be followed, beforehand, and it doesn't happen. If HR is informed, they do work with people to help them follow process but it does not happen. Ms. Yellow Owl stated that there are still some not on the agenda to be paid and asked why. Mr. Salois stated that these are the only names that have been brought forward. Stacy Edwards stated that if the individuals not listed are classified staff, they have already been paid through payroll. Ms. TallWhiteman stated that they are told that this is not how it's done, but it should be done to help these people because they do these activities for our kids and she felt that it is not going to hurt to give people direction and support instead of saying, that is not how it's done. Ms. Edwards stated that the information is turned in after the fact and until it is received, they can't be paid and noted that they should be board approved before working; also, there are time sheets turned in for things that the school has never paid for and it needs to be taken care of. Ms. Edwards stated that there are things that are not normal going on and there has to be backup documentation submitted. Ms. Bremner stated that if we can't get volunteers, we can't shut down and there have been issues getting people to help at prom and if people step up to work, we should not put up road blocks to be paid. Ms. Bremner stated that this is not supported by the board. Ms. Croff asked if there is training that can help because procedures have to be followed and done the right way. Mr. Salois stated that the administration has weekly meetings and they are doing some of the work to get things done. Mr. Edwards stated that he can see that side but there is the business side too i.e. auditors, policy, etc. the board needs to see both sides. Stacy Edwards stated that no one is putting up road blocks, some people don't come in to get help. Ms. TallWhiteman stated that they always pay out of athletics and if they are not on the list or whatever there shouldn't be road blocks when paid out of the 2600 number. Ms. Edwards stated that they still need to be board approved. Superintendent Hall stated that the administration is working with the director to improve communication so that all are moving in the same direction. Ms. Bremner stated that all are at fault because of waiting until the last minute to hire people, when they're in a bind. Should go to the board chair like we've done before and let her know that we have a person working that can be hired at the next meeting; work together. No further discussion. Motion passed 8-0 with Donna Yellow Owl, Wendy Bremner, Brian Gallup, Brenda Croff, Kristy Bullshoe, James Evans, Jess Edwards, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve the following contract service agreements pending successful background check: Katie Barcus-Kuka, Amend 2019-2020 CSA for Speech-Language Pathologist (\$25,200.00) and Barbara Dee Ann Kipp, Extend CSA for Emergency Preparedness School Safety Plan 2018-2019 (\$630.00). Second by Mr. Edwards. No public participation. No board discussion. Motion passed 8-0 with Donna Yellow Owl, Wendy Bremner, Brian Gallup, Brenda Croff, Kristy Bullshoe, James Evans, Jess Edwards, Rae TallWhiteman voting for.

Out of State Travel: Motion by Ms. Motion by Ms. Croff to approve out of state travel for Cinnamon Crawford, Tessa Racine, Jennifer Ehlers, Kimberly Tatsey-Mckay, 2020 Women's and Men's Health & Wellness Conference in San Diego CA (\$2,216.14 ea). Second by Ms. Bremner. No public participation. No board discussion. Motion passed 8-0 with Donna Yellow Owl, Wendy Bremner, Brian Gallup, Brenda Croff, Kristy Bullshoe, James Evans, Jess Edwards, Rae TallWhiteman voting for.

In State Travel: Motion by Mr. Edwards to approve the following in state travel: Toni Tatsey, Indigenous Gathering in Havre, MT (School Related Leave Only); Maureen Stott, 2020 Special Olympics State Summer

Games in Great Falls, MT (\$524.65); Stacy Edwards, MASBO Workshop in Great Falls, MT (\$380.05) and Everett Armstrong, MIAAAA Spring Conference in Belgrade, MT (\$1,058.56). Second by Mr. Evans. No public participation. No board discussion. Motion passed 8-0 with Donna Yellow Owl, Wendy Bremner, Brian Gallup, Brenda Croff, Kristy Bullshoe, James Evans, Jess Edwards, Rae TallWhiteman voting for.

Approvals: Motion by Ms. Bemner to Create BHS Assistant Track Coach Position 2019-2020 (\$2,064.00). Second by Mr. Edwards. No public participation. No board discussion. Motion passed 8-0 with Donna Yellow Owl, Wendy Bremner, Brian Gallup, Brenda Croff, Kristy Bullshoe, James Evans, Jess Edwards, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve the following items: Substitute Eligibility List 2019-2020; BNAS Consultant 2019-2020; 2020-2021 Academic Year Calendar; Repeal Policy #5090 Complaint Procedure-Discrimination; Amend Policy: #2150 Suicide Awareness; #5004 Qualifications of Certified Staff; #5009 Flexible Instructor Licensing; #5011 Eligibility for Employment; #5120 Recruitment & Selection; #5120R Letter of Intent; Dakotas America, LLC Engagement Agreement; District Claims Check #430219-#430273 (\$292,549.81); Student Activities Claims Check #704286 -#704330 (\$7,419.27) and Additional Pays/Payroll. Second by Ms. Bremner. No public participation. *Board discussion:* Ms. Bremner stated she wants to see that reporting is mandated in Policy #2150 Suicide Awareness; if someone is told something they need to report it. Ms. Yellow Owl asked about paying Dakotas America \$25,000.00 and stated that this was not discussed; and item #9 says we agreed to pay a non-refundable amount. Ms. Yellow Owl stated that there is a contradicting statement that needs clarification. Superintendent Hall will check into this. Mr. Evans asked why the board is being asked to repeal policy #5090. Superintendent Hall stated that MTSBA recommended that the district replace policy #5090 with complaint policy #1700 and invited Mr. Evans to come in to review with her. Ms. Yellow Owl stated that when the Dakotas agreement is signed we have only a number of days to sign and we will also have to file a 501C3. No further discussion. Motion passed 8-0 with Donna Yellow Owl, Wendy Bremner, Brian Gallup, Brenda Croff, Kristy Bullshoe, James Evans, Jess Edwards, Rae TallWhiteman voting for.

There were no Personnel or Legal Issues.

Motion by Mr. Edwards to adjourned at 6:54 p.m. Second by Ms. Bullshoe. Motion passed.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Donna Yellow Owl, Board Chairperson

_____ Stacy Edwards, District Clerk