

Regular Board Minutes (Draft)
Wednesday, July 12, 2017 @ 5:00 p.m.
Administration Conference Room

Present: Wendy Bremner-Chair, Steve Conway, Velden Calica, James Running Fisher, James Evans. **Absent:** Kristy Bullshoe, Brian Gallup, Jess Edwards.

Ms. Bremner called the meeting to order at 5:00 p.m.

Approval of Minutes: Motion by Mr. Conway to approve the Regular Board Minutes of 6/281/7. Second by Mr. Evans. All in favor/Motion carried.

Approval of Agenda: Motion by Mr. Conway to approve the board agenda with the following change: reschedule Community Wellness Presentation. Second by Mr. Running Fisher. All in favor/Motion carried.

Public comment: None.

ITEMS OF INFORMATION

Building Reports: Ms. Bremner acknowledged the following building reports: Student Activities Report-Tony Wagner and Good Medicine Program-Kimberly Tatsey-McKay. *No discussion.*

Superintendent Report

Superintendent Update: Superintendent Hall asked for the board for input from on expectations of the superintendent. Ms. Hall felt that some places need change and change is hard. Whatever decisions are made, she will always communicate with the board on changes. Mr. Evans stated that he liked the proposed changes, cleaning all the grounds, professional dress, meetings after school hours, etc. Ms. Bremner stated that they want to see improvement in scores and will support changes made toward those goals. Mr. Conway stated that the board hires the superintendent to administrate and he does expect it, but he does not expect Ms. Hall to jump for individual board member or chair, the board is a team. A board member cannot tell the superintendent to do things, it is the whole board. The test scores are important and Mr. Conway stated that he believes in the test scores and he does not believe it is the color of skin, an Indian name or a local that makes the best educator. There are many people that are good for the kids. There are a lot of locals drawing paychecks from the school right now. Mr. Running Fisher agreed that the superintendent is the boss and should not have to ask the board for everything they want to do. If change is needed, then do it, we cannot have the board dictate to the superintendent. Mr. Running Fisher also felt that all the board must make decisions as a team. Mr. Calica agreed and felt that change is hard for people and change will be hard but felt that the changes are for the good. Ms. Hall stated that she will make changes for the good and in a positive direction; transparency is important to her. Ms. Bremner stated that it is hard to say specifically about things right now but the board and superintendent will have more chance to talk about their vision as a group and also stated that she hopes there is no micromanaging and will trust that the superintendent is running the district right. Ms. Hall stated that she did meet with principals and administration on changes regarding lunches, recesses, safety, visibility, bullying, and increasing the ability for all to do their jobs. There are extra administrators in all the buildings and the principals need to be more visible at extracurricular activities and other events in their buildings. Unless there is an emergency, all administrator meetings will be held after school for instructional purposes and safety from 3:45 – 5:00 p.m., instructional coaches will alternate meeting times so that it is not the same every day, extended day will continue to be held on Wednesdays, there will be more attendance monitoring in all school. The whole district attendance average is 84% for students. Ms. Hall will present staff attendance next month and attendance for all will be shared at a monthly board meeting. The goal is 95 – 96% attendance. Board members agreed that staff attendance should be monitored, students wander when there is no teacher and it is hard to get subs; the teachers need to be in the schools teaching. Ms. Hall stated that it is hard to count the number of teachers with less than 10 days absent which is not good. Ms. Hall will expect secretaries to monitor staff leave more closely, there should never be anyone in LWOP status and

staff to not know that they are out of leave. Leave will be turned in to the administration daily. Mr. Running Fisher stated that it takes a lot of learning away from the kids when teachers are gone all the time and travel for teachers takes instructional time too and felt that travel should be monitored. Jeri Matt stated that a sub can work in our district every day of the year. Mr. Conway stated it is better to have a teacher come into a classroom than have the students suffer with not having a teacher all year; the district should recruit year round. Wayne Hall stated that if you sub for a teacher so many consecutive days in a row, that person can get that job. Ms. Hall stated that she will have to check on this. Ms. Matt is working with the court administrator, setting up a meeting, and will have documentation for truancy court. Every building will be sending letters out weekly if necessary. Ms. Matt will share a dropped student list with the board. Monitoring better will keep more kids in school. Teachers will work more with trauma and Ms. Matt is ordering a trauma informed book for all. Ms. Hall will be asking the person who wrote the book to come to Browning for a training. Ms. Bremner asked that the books and the training be offered to the board members. Elementary buildings will create calming rooms. Students will be sent there and not home in order to decrease the number of OSS students k-3. Grades 4-12 will have ISS but will use calming strategies. Matthew Johnson will be in to work with administrators August 1 on trauma. Ms. Hall stated that she will be working on changing the atmosphere in the district from negative to positive and change the way people perceive our district. Ms. Hall has talked with the administration staff on this and professionalism, being personal and respectful, treat others with respect. All principals have been asked to create a parent center. Professional dress has been added to all staff handbooks for staff and students. Ms. Hall asked that everyone talk about positive things in the school district, out in the public and dwell on positives not negatives, share the positive. Ms. Hall will meet with custodians about cleanliness across the district; the grounds look better, everyone needs to pick up trash to help keep the district clean. Ms. Hall stated that she wants to change the mentoring program. Teachers are too busy to help with the new teachers and mentor them. Ms. Hall wants to have retired teachers work as mentors. She would utilize the \$40,000 used in the past, there would be no extra funds needed, they would have 60 hours a year and there would be a mentor in each building for all new teachers. Ms. Bremner felt that it is a great idea but stated concern that they will need mentoring with the computer programs, all of technology, know all new programs, and curriculum. Ms. Hall stated that the district will need 6-7 mentors. They will come in during the new teacher to start training and be paid pay \$18 per hour. The new teacher mentors will be on next board agenda for approval. The buildings will be doing data during instructional training week and bring back information on SBAC scores to the board. Ms. Hall stated that staff is doing an amazing job and attendance will help make things better. Ms. Bremner stated that teachers need a lot of support and to have control of their classrooms. Classrooms do not have a lot of support from administration in dealing with kids. Ms. Bremner does not want staff to think that anyone is lowering expectations for kids that have trauma or other issues. Ms. Hall stated that she wants to recognize staff for their education throughout the district, prioritize facilities plan, add Blackfoot/Seville lunch program as soon as approved, review all policies. Ms. Hall asked the board to review her goals listed in the superintendent report. Mr. Conway stated that he is glad to see something being done with the school grounds and also stated that he would like to see more trash cans sitting around the schools and teach all how to use a garbage can.

Summer School Update: Jeri Matt stated that summer school numbers are down for the past two years. Elementary-125, BMS-7, BHS-22. BHS targeted 40 students who needed credit but did not attend; only 2 recovered their credits. Tony Wagner stated that if a kid did not pass at the end of the school year, will be ineligible for fall sports. The final grade at the last day of school is what MHSA looks at. Mr. Conway reminded the board that the students who were suspended during a facebook incident were required to attend summer school in order to reenter school in the fall. Ms. Matt stated that if she is informed of these issues she will address it with the school. Ms. Matt stated that the bookmobile started 7/11/17 and will go until August 10. The bookmobile handed out a lot of books during the parade and kids were very excited about getting the books. This event will be continued during the parade and she will utilize funds to purchase the books. Mr. Conway felt that kids should be more involved in the summer and suggested a science camp, range camp, etc. Ms. Matt stated that Title money requires the district to have literacy and math for summer school for the audit. She will look into hiring a teacher to do this but may have to ask to change the volunteer policy to do so and she will

have to look at a way to use literacy and math in the mix. Ms. Bremner suggested that students could be ordered through truancy court to attend.

Schedule Date for Strategic Training for School Board and Administration: Board members agreed to schedule August 9 with MTSBA, Debra Silk, from 12:00 p.m. to 4:00 p.m. and August 15 & 16 will be Team Building and Strategic Training with Virginia Tribe.

Personnel Update: Jason Andreas reviewed status of open positions in the district. Recruiting is highlighted in red, using Appletrak and he will be taking posters to St. Mary's, Apgar, etc. The yellow highlighted names are half way through the employment process but not ready to recommend. Mr. Andreas stated that as long as a person has a bachelor degree they can get a plan of study and a 3-year provisional license. Ms. Hall stated that the requirements have changed and in order to issue a 3-year provisional they have to have taken and passed the praxis. Ms. Hall does not recommend hiring until they have passed the praxis. Mr. Andreas stated that a person can take the praxis if not accepted. BCC is having testing right now. Ms. Matt stated that she is collaborating with BCC now and they have a 4-year degree program.

ITEMS OF ACTION

Hiring: Motion by Mr. Conway to approve hiring Emorie Bird-Davis, Human Resource Director 2017-2018 (\$72,300.00 Pro-rated from \$78,000.00) pending successful background check/drug test. Second by Mr. Evans. No public participation. *Board discussion:* Ms. Guardipee-Hall stated that the interview committee consisted of herself, Mr. Gallup, Sherie Blue-HR Secretary and Everett Holm. They conducted seven interviews. Ms. Davis does have a Master's Degree plus 6 years working experience in HR; a Masters in Personnel and Human Services and she has worked in similar programs through the BIA. Ms. Davis has Montana Law and School Law in negotiated agreements. Ms. Davis will need to attend training in certain areas. Mr. Conway asked if the board member who interviewed was advertised to the public as being on the interview committee. Ms. Hall stated that there was no quorum but she will check with MTSBA for procedure.

Contract Service Agreements: Motion by Mr. Evans to approve a contract service agreement for Hailie Henderson, Student Worker Ee-Kah-Kii-Maht Program (\$1,778.74) pending successful background check. Second by Mr. Conway. No public participation. No board discussion. All in favor/Motion carried.

Out of State Travel: None.

In State Travel: Motion by Mr. Evans to approve in state travel for: Corrina Guardipee Hall-K12 Vision Committee Meeting in Helena, MT (\$348.44); Corrina Guardipee-Hall, 2017-2018 MQEC Committee Meetings in Helena, MT (\$234.04) and Tony Wagner, 2017 MHSA Coaches Clinic in Great Falls, MT (\$501.93). Second by Mr. Conway. No public participation. No board discussion. All in favor/Motion carried.

Approvals: Motion by Mr. Conway to approve the following items: Big Sky-Glendale Colony Agreements 2017-2018; Contract Amendment 2017-2018: Jimi Champ (\$3,340.00); Contract Amendment 2017-2018: Katie McDonald (\$2,170.00); Contract Amendment: 2017-2018 Sadie Harwood Johnson (\$2,365.00) and Contract Amendment 2017-2018: Dana Bird (\$1,757.00). Second by Mr. Evans. No public participation. *Board discussion:* Mr. Conway asked why each have different amounts for a horizontal movement. Ms. Hall stated that the amount is based on their level of experience. Each had to request permission from the Superintendent to move on the Master Pay scale prior to April 1. No further discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve a Contract Amendment-Jack Parrent 2017-2018 (\$1,820.00) and an Extended Contract-Sharon Tucker, Leadership Training 2017-2018 (\$1,609.00). Second by Mr. Calica. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Conway to approve the following items: Contract Amendment: Ginny Crawford 2017-2018 (\$1,981.00); Extended Contract 2017-2018: Jason Andreas (\$6,124.20); 2017-2018 Browning Public Schools Handbooks: KW Vina (Staff/Student Parent), BES (Staff/Student Parent), Napi (Staff/Student Parent), Babb (Staff/Student Parent), BMS (Staff/Student Parent), BHS (Staff/Student Parent), Buffalo Hide Academy (Student Parent); Amend Board Policy: #3015 Reporting Student Progress, #3520 Academic Eligibility, #4015 Grade Organization, #5009 Flexible Instructor Licensing and Side By Side K-12 Consulting, Inc. Agreement 2017-2018 (\$60,000.00). Second by Mr. Evans. No public participation. *Board discussion:* Ms. Matt stated that the training with Side by Side is required by the grant and the days are set. Tony Wagner stated that the Academic Eligibility Policy was changed so that the weekly eligibility list is based on each student's in-progress grades generated each Friday at 2:00 p.m. The eligibility period will begin the following Monday morning, and will run for one week Monday through Sunday. A student who receives one "F" on the weekly eligibility checklist will be on probation and can practice and compete until the next grade check. If, at the next weekly grade check, the student has at least one "F" the student immediately becomes ineligible to participate in competition, but can practice. The student will remain ineligible for competition until they are passing all classes at the time of the weekly grade check. If the ineligible student has no "F" on the next grade report, they become eligible on the Monday following their week of ineligibility. If a student is declared ineligible but gets their grades up by Friday the student cannot play Friday night or Saturday. Eligibility runs Monday through Sunday regardless if a student gets their grades up at any time during the ineligible week. MHSA requires the student to pass 2 credits at the end of semester to meet requirements. Ms. Bremner stated that kids are saying they turned in their paper but the teacher is not at school to grade them. Mr. Wagner stated that this issue needs to be addressed with the principal, with medical the student has 2 days to get their tests taken and the teacher needs to provide it. When seasons change the student has 3 weeks to get their grades up. Ms. Matt suggested making infinite campus more accessible to parents. If a student is cut from the team after 2 weeks, the board will need to approve. Ms. Bremner felt that kids should stay on the team and have to practice. Mr. Conway stated that if the coach cannot rely on a kid then why have them on the team. Mr. Running Fisher felt that if the kid is ineligible it should be up to the coach if he has other kids who can fill the position. Ms. Hall read the MCA 20-5-201 Duties and sanctions: trustees of a high school district can exclude a high school pupil from participating. Tony Wagner stated that there are some head coaches who would implement study night for their kids. Ms. Bremner stated that the coaches know who is ineligible; they need to be fair across board. Mr. Wagner stated that at the end of year those kids weeded themselves out of the programs because their grades did not improve. Mr. Conway asked if the same will be implemented in middle school too. Mr. Wagner stated yes. Mr. Wagner is responsible for building the list and he emails list to the coaches. Students have to get a form filled out and they have to get the teacher signature and turn it in to the coaches. No further discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve Permission for Cut Bank Bus to Enter District 9 Route #5 Cowboy Inn 2017-2018; Permission for Heart Butte Bus to Enter District #9 Route #1 Little Badger 2017-2018 SY and Permission for Heart Butte Bus to Enter District 9 Route #2 Old Agency 2017-2018. Second by Mr. Conway. No public participation. *Board discussion:* Ms. Hall stated that the past superintendent did not send notification letters to Ht. Butte and Cut Bank. At the No Child Hungry program with Jeff Bridges, Tribal Chairman Barnes stated the school districts need to work together or the tribe would not sign anything. Ms. Hall wrote a letter to both districts and felt that this was not a good way to start her superintendency, it does not help BPS build relationships with other schools. Ms. Hall stated that the Cut Bank turn around has safety issues. Mr. Conway stated that he doesn't mind working with the other districts as long as they work with us; would Cut Bank allow BPS to go in their district to Pepions to turn around. Also Mr. Conway noted that the state could fix this by putting in a cattle guard at the Wellman turn off. Wayne Hall stated that there is a dip east of the road and a long lane on the west side. Also, Mr. Hall stated that if Cut Bank allows BPS to go into their district it creates more mileage for us. Mr. Conway stated that a few years back, Pondera tried claiming our areas, routes, which would have caused BPS to lose mileage. The Old Agency cut across and Little Badger are both Browning routes. Mr. Halls stated that the issue is that Ht. Butte picks up kids on our route and we have to deliver those kids to Ht. Butte because they are not picking up their kids. Mr. Conway felt that BPS should continue their routes regardless of whether or not we allow Cut Bank or Ht. Butte to enter our district. Ms. Bremner stated that the board has an agreement to protect

our district and suggested that the Cut Bank and Ht. Butte come to Browning to discuss this issue. Ms. Hall will invite both schools. Mr. Conway removed his second and Mr. Evans removed his motion. New motion by Mr. Evans to table the requests for Cut Bank and Heart Butte school buses to enter School District 9. All in favor/Motion carried.

Motion by Mr. Evans to approve the following items: Quote from Armstrong Construction (Contractor) to Remove SIS building (\$13,500.00); Purchases Over \$5,000 – None; District Claims Check #415532 - #415649 (\$278,765.66); Student Activities Voided Check #702510 - #702518 (-\$218.12) and Additional Pays/Payroll. Second by Mr. Running Fisher. No public participation. *Board discussion:* Dixie Guardipee stated that the state requires 3 quotes. Ms. Guardipee contacted the three names given to her and she received only one bid from Armstrong Construction for \$13,500. Ms. Hall stated that it is an emergency to get this approved and have the SIS area cleaned due to liability. In the future Ms. Hall stated that the district will do whatever it takes to offer bids on everything. Mr. Running Fisher stated that he agrees but he does not support the process of how this was done; he had one person say that the job was taken away from him. Ms. Guardipee stated that she had to find out about the gas line, get a burn permit, then go to environmental, then to the fire marshal and the fire marshal did not talk to her about the date. During a board meeting, someone came in and told her that the SIS building was burning and there is still an active gas line. Mr. Running Fisher stated that if a job is advertised it is fair for everyone. Ms. Guardipee stated that she is advertising for a painter and for concrete. Ms. Bremner stated that at the facility meeting it was discussed that in order for BPS to keep on schedule before school starts names were given out to contact for fencing. Ms. Bremner stated that she wants to appoint a permanent facility committee that will rotate. The Committee will be Wendy Bremner, Steve Conway, James Evans. Mr. Conway suggested to rotate between Mr. Calica, Ms. Bullshoe, Mr. Gallup for permanent rotation. Mr. Evans stated that the cell phone bill is high and there are 2 phones that are very high. Stacy Edwards will have Mr. Holm address this. Ms. Matt stated that e-rate is low and is slowly being reduced. Administrators will need to start budgeting for their cell phones. Mr. Evans felt that Wayne Hall should have a phone even if he is out of the country. Mr. Holm has talked to Mr. Hall about drivers abusing cell phone usage. Ms. Bremner requested a report of who has phones. No further discussion. All in favor/Motion carried.

Recess at 7:28 p.m.

Reconvene at 7:40 p.m.

Personnel

Grievance Hearing: Lyle Omeasoo

Present: Wendy Bremner-Chair, Steve Conway, Velden Calica, James Running Fisher, James Evans. Absent: Kristy Bullshoe, Brian Gallup, Jess Edwards.

Also present: Corrina Guardipee-Hall, Jason Andreas, Lyle Omeasoo, Anna Omeasoo, Carlene Adamson-Secretary.

Mr. Omeasoo requested an open hearing at 7:41 p.m.

Ms. Bremner stated that Mr. Wagner has a right to have the meeting closed. Mr. Wagner requested to close the meeting at 7:47 p.m.

Motion by Mr. Conway to support the administrations conclusion that there is no evidence of retaliation and Lyle Omeasoo will not be renewed as Head Cross Country Coach. Second by Mr. Running Fisher. Motion carried 6-1 with Mr. Evans opposed.

Hearing concluded to open session at 8:43 p.m.

There were no legal issues.

Motion to adjourn at 8:44 p.m. by Mr. Evans. Second by Mr. Conway. Motion carried.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Wendy Bremner, Board Chairperson

_____ Stacy Edwards, District Clerk