

Regular Board Minutes (Draft)
Wednesday, July 25, 2018 @ 5:00 p.m.
Administration conference Room

Present: Brian Gallup-Chair, Wendy Bremner, James Running Fisher, Kristy Bullshoe, Jess Edwards, Rae TallWhiteMan. **Absent:** Donna Yellow Owl, James Evans.

Mr. Gallup called the meeting to order at 5:05 p.m.

Approval of Minutes: Motion by Ms. Bremner to approved the Regular Board Minutes of 7/10/18. Second by Ms. Bullshoe. All in favor/Motion passed.

Approval of Agenda: Motion by Ms. Bremner to approve the board agenda with no changes. Second by Mr. Edwards. All in favor/Motion passed.

Public Comment: Kristy Bullshoe stated as a parent, would like to hear what the board's plans are with curriculum at the high school level.

ITEMS OF INFORMATION

Building Reports: Mr. Gallup acknowledged the following building reports: Food Service-Warehouse-Copy Center Report - Lynne Keenan, Curriculum & Instruction - Jeri Matt (Verbal), Technology Department - Everett Holm, Transportation Department-Wayne Hall, Maintenance Department - Reid Reagan, Facilities-Construction Department - Reid Reagan. *Discussion:* Jeri Matt gave a verbal report on summer school data and credit recovery. Summer school numbers have increased every year, including this year. A low number of students received credit for intervention or recovery. Ms. Matt reviewed 2017-2018 ISIP data pre-k-12. Pre-k through grade 3 met 10% goal. Literacy Assessment grades 4-12; 5 did not make 10% goal, 6 reached highest gain. Ms. Bremner asked if the data shows where the kids start to struggle between grades. Ms. Matt stated that it drops into the next grade consistently throughout the years. District administration has met with the Head Start director and are trying to get cross-training with their teachers. 70-80% of BPS kids come in from Head Start. Data from Wonders, Study Sync, Star Math, Aismweb were presented. The district supplements with programs recommended by OPI. GEMS data, science and ACT data has not yet been received. Ms. Matt stated that they have leadership week scheduled for principals August 6-8 and will be working on literacy and math, interventions, creating plans for support and determine what type of professional development is needed. The superintendent and curriculum director will monitor the plans that come out of leadership week and all administrators will be available at board meetings to discuss. Ms. Bremner asked if there was a reason for only 1 coach at the high school and stated that there are more students at BHS and there needs to be more support because of what the data shows. Board members agreed to add another educational coach position to the next board agenda for approval. Ms. Matt stated that they have not been able to get a coach for the existing open position at BHS. Superintendent Hall stated that it is a lot of work and commitment and work in the summer months. Ms. TallWhiteMan stated that the high school is left on its own and kids are with the substitute teacher in calculus, the top students with 3.0 – 4.0 were failing and there was no government teacher for a long time; these kids are struggling with reading. They need more support at the high school. Ms. TallWhiteMan stated that she wants to see these kids prepared when leaving high school. Ms. Bullshoe stated that it is good to put a lot of work into the younger grades but the high school is lacking the support too and deserves better. Superintendent Hall stated that they will work with principals and look at what is needed to create independent learners. Ms. Bremner stated that she feels a lot of the problem at the high school is teachers that leave and permanent substitutes in classrooms, the kids get bored and don't learn. Ms. Matt reviewed professional development for August and stated that Mel Riddle will be in the district for training along with the OPI representatives (all is paid for by OPI). Superintendent Hall reviewed 2017-2018 enrollment, home visits and attendance; student totals at the end of May 2,046; Home visits 1,134; Attendance 81.52 KW Vina, 84.32 Napi; 77.23 BMS; 79.52 BHS; 63.57 Academy; 88.19 Babb; 97.24 Glendale, 100% Big Sky (District Wide average 84%); Certified staff 89.44%; Classified staff 91.22% for 2017-2018 schoolyear. Ms. Bremner stated that it bothers her to learn that teaching was being delivered by video for very important subjects like math and felt that the Board should have been informed about long term teacher absences and not had to hear it from the public. Superintendent Hall reviewed student absences and stated that the tribe has a truancy resolution but because it is

not criminalized so there is no law that says they will charge them for not being in school. Mr. Edwards stated that some families are obligated through the state TANF program to have their kids in school. It was noted that the school does sign and send attendance letters to TANF. There is a big drop in OSS referrals, Superintendent Hall stated that she has met with the principals about working with the kids and not sending them home. Ms. Bremner asked that the district work on the trauma informed approach at BHS; find out why the kid is acting out, talk to them. Ms. TallWhiteMan stated that BHS needs to change advisory classes, it is too packed and Advisory is skimming the surface with too short of day and also kids and teachers should get trauma informed training. The teachers and the security get in the kids face and Ms. TallWhiteMan felt that kids don't respond well to this; talk to the kids, don't get in their face, don't antagonize them. Superintendent Hall stated that she has met with Mr. Salois on this and he will be working with his staff. Ms. Matt stated that they have 47-minute class periods and only 40-minutes after kids get sat down and class starts. Ms. Bremner stated that kids at DeLasalle have longer days (end at 4:00 p.m.) with an activity from 4-4:30 and out at 3:30 on Fridays. DeLasalle starts earlier in the year and has a longer Easter vacation. Ms. Bremner talked about longer school days with less school days in the year. Ms. Matt stated that the board wanted science and social studies and there is not enough time in a day for everything, i.e. interventions, lunch, recess, etc. Superintendent Hall stated that the district would have to change policy and schedules. Wayne Hall stated that he is in an education family and sees both sides and stated that Browning is not functional and it is the fault of being on a reservation; people cannot be on time and if you try to adjust it, it affects others. Other towns do not have the same situations BPS has; it's geographics, and everyone needs to accept it. Superintendent Hall stated that school can go longer. Mr. Gallup stated that the district has a Union which makes it difficult and our kids are already on buses for an hour travel each way. Mr. Hall stated that he feels he is being attacked all the time by the school board and doesn't feel like putting up with this stuff. Mr. Hall stated that he has questions and wants to grieve this. Mr. Gallup stated that the board is not discussing buses or transportation. Mr. Hall disagreed. Mr. Hall was asked to leave the meeting. No further discussion.

Superintendent's Report

Superintendent Update: No discussion.

Grant Award – Title VII Indian Education Formula: Superintendent Hall stated that the Title VII grant for NAS was awarded \$174,000.00 and thanked Jeri Matt and Robert Hall for working to get the grant, and Stacy Edwards and Everett Holm for their support.

Break @ 6:20 p.m.

Reconvene @ 6:30 p.m.

Salary Increase-Professional Technical; Administrative assistance/Secretaries: Superintendent Hall reviewed salary increases for the district secretaries and stated that head secretaries received salary increases in steps and lane changes plus a 2.5% increase. The data shown compares last year wage for each secretary to this past year. Stacy Edwards noted that the union agreement states that they will receive a percentage increment which is 2.5%. The program secretaries did get a lane move and three are not covered by the union. The Administrative Assistant/Secretaries only received a 2.5% increase. There was discussion of moving these secretaries to the union however if they move to lane 5, each will do probation period and they will take a big cut in pay to be in the union. Superintendent Hall stated that she is asking for an increase of 6.8%, a difference from 9.3 and 2.5. Ms. TallWhiteMan stated that being professional/technical is not any fault of the secretaries and it is not fair to those to get more when some have not been here as long as Josephine or other secretaries; it is not fair to put the HR Secretary up to the same amount as Josephine. Ms. TallWhiteMan stated that these secretaries negotiated themselves out of the contract. Ms. Bremner stated that it is unfair to classify both as a secretary, it is not right, both are more like an assistant to the council. Ms. Bremner felt that there should be a payscale for these secretaries. It was noted by Carlene Adamson that these positions were never a part of the union because of state law which classifies them as Confidential Secretaries and puts them in a category outside of the union; even though the board does not agree with the title of confidential secretary, the positions exist in all schools. Mr. Gallup stated that the superintendent negotiates for these positions. Superintendent Hall stated that Sherie Blue fills a large portion of the duties in HR and Dixie Guardipee has had to start helping her due to her large amount of work. Ms. Bremner stated that there is no advancement from these positions and they don't want to lose quality workers because of this. Emorie Bird stated that Sherie Blue, Crystal Tailfeathers, Chanel Bird are the only

secretaries in the district with degrees. Ms. Bird stated that Sherie Blue works late, works on weekends, and her position has a big responsibility. Mr. Running Fisher stated that Chanel Bird gets a 13% lane increase and has only been working for a month. Ms. Bird stated it is because the secretaries all go lane, step, and 2.5% increase. Mr. Running Fisher stated that as a board member he gets chewed on over these increases. Ms. Bird explained how the lane, step, and percentage increase works with the negotiated contract. No further discussion.

Budget Update Request: IA, Adopted Budgets, Grants (Elementary-High School): Stacy Edwards reviewed budgets for each department and noted that most are 75/25% split. Most buildings have spent their discretionary budgets. All building budgets took a 10% budget cut in 2017-2018 but will not take a cut in 2018-2019. IA is at 85% and the district has received an additional 15% which becomes the set-aside. The Browning Elementary saved \$29,000.00 which will go back into the reserves. Ms. Bremner stated that the board does not want to hear them say they did not get the supplies they needed since they did not spend all of their money. Mr. Running Fisher asked if there is a comparison of last year to this year. Ms. Edwards will have this for the board after the year is closed. Ms. Edwards stated that there was 50% left in professional development. Ms. Bremner asked if the flexibility fund could be used for adult classes. Ms. Edwards stated that she will check on this. The scholarship funds are levied funds and cannot be used. Ms. Bremner asked why the district bills their own district for transportation. Ms. Edwards stated that buses are supposed to only be used from school and home, anything outside of this has to be paid for. Mr. Gallup state that this is state law. Ms. Bremner asked to look into this because there is over \$500,000 left in buses and these are school related activities and felt that the district should provide the bus. An average of 69.2% was spent from grants. McKenty Vento grant rolled over into 2018-2019. Ms. Bremner stated that Good Medicine has 1 more year and asked what happens to the money. Ms. Edwards will review the grant requirements for this. Superintendent Hall stated that she is working with the school-based health clinic and they will pull the Good Medicine staff into their program and the district will administer their payments from the clinic.

Human Resource Department Report: no discussion.

Vacancies/Tranfers: Mr. Gallup stated that there was a music teacher we lost due to crunch time. Superintendent Hall asked, if there is an applicant for a teaching job, can they be hired pending background check/drug test prior to hiring. Ms. Bremner stated that she is not okay with hiring pending board approval; background checks are for student safety and we don't know the backgrounds. Superintendent Hall stated that if we have them approved pending, as we have done in the past, they will be with a teacher assistant in the classroom until the background check is complete. Mr. Running Fisher felt that the school is taking a chance on problems by doing this. Superintendent Hall stated that we are also taking a chance of losing the teacher too; the district has 12 teacher positions open at this point. The background checks could take up to 5 weeks at this time of year and the district will have subs in the classrooms. Mr. Running Fisher felt that it should stay this way instead of taking a chance. Ms. Bremner stated that it has never been a practice of this board to hire without a background check first and just because it happened in the past does not mean it is okay; child safety comes first. Ms. Bremner asked what administration is doing to recruit. Superintendent Hall stated that administration is working with BCC, advertising on teacher teacher.com, calling the applicants that have applied on OPI's website and attending college career fairs. Emorie Bird stated that it is a risk when people leave the district late in the year and BPS has already recruited at the colleges. Ms. Bird stated that this is a national problem and the 2+2 program was created to help this. Superintendent Hall stated that applicants are required to have passed the practus or they cannot get a provisional, however if in the 2+2 program and they have their bachelors they can get a provisional. No further discussion.

Vacancies/Transfers: Emorie Bird reviewed the hiring process. Following the presentation, Ms. Bird noted that on the average every new employee is touched a minimum of 7 times by the Human Resource department until they are on the job, then it increases. Superintendent Hall stated that on top of the number of people hired are the complaints, grievances, FMLA, 504's, Title IX and investigations. No discussion.

Resignations: None.

ITEMS OF ACTION

Hiring: Motion by Ms. Bremner to approving the following hiring pending successful background check/drug test: Carson Bryant-Napi Activities Coordinator 2018-2019 (\$4,000.00); Ansel Traynor-BMS Activities Coordinator 2018-2019 (\$4,000.00); Danielle Augare-BMS Girls Basketball Coach (\$1,104.00); Leo Bullchild-BMS Girls Basketball Coach 2018-2019 (\$1,073.00); Michele Calftail, BMS Cross Country Coach 2018-2019 (\$980.00); Terrance LaFromboise-BMS Football Coach 2018-2019 (\$946.00) and Waverly Shawl, BMS Cross Country Coach 2018-2019 (\$980.00). Second by Mr. Running Fisher. No public participation. No board discussion. Motioned passed 6-0 with Brian Gallup, Wendy Bremner, James Running Fisher, Kristy Bullshoe, Jess Edwards, Rae TallWhiteMan voting for.

Motion by Mr. Running Fisher to approving the following hiring pending successful background check/drug test: Ygnatio Laforge, Head Cross Country Coach-BHS 2018-2019 (\$3,096.00) and Christopher Lewis, Guidance Counselor-William Buffalo Hide 2018-2019 (\$48,627.00). Second by Ms. Bremner. No public participation. No board discussion. Motioned passed with Brian Gallup, Wendy Bremner, James Running Fisher, Kristy Bullshoe voting for and Jess Edwards, Rae TallWhiteMan voting opposed to hiring Ygnatio Laforge, Head Cross Country Coach-BHS.

Contract Service Agreements: Motion by Ms. Bremner to approve the following contract service agreements pending successful background check: MAPS Media Institute-Movie Making Camp (\$10,000.00); Chase Hall, Camp Assistant for MAPS Media Institute (\$440.00); Melanie Magee, Gear Up Liaison for MAPS Media Institute (\$1,296.00). Second by Mr. Edwards. No public participation. *Board discussion:* Ms. TallWhiteMan asked about Chase Hall and why he is being hired at a higher rate of pay then other students. Superintendent stated that he is being paid through a grant to work at a media camp. The wage is set by the grant and not BPS. The camp lasts for 2 weeks. Ms. TallWhiteMan asked if he had to do a background check and drug test and stated that if he is getting the adult wage this should have been done. Superintendent Hall stated that he just graduated. Emorie Bird stated that she will have to check and see if he has a background check and noted that Chase was hired by the grant which does not follow the school's approved rate of pay. Ms. TallWhiteMan stated that if you take the people out of the position, it is how we hire, straight across the board, and asked again why he gets paid at the higher wage. Ms. TallWhiteMan asked to see where the grant says he will get \$11.50. Ms. Bremner asked if the position was advertised and if other students were given the opportunity to apply. Ms. Bird stated that the people that offered the grant, requested Chase Hall; the grant was just received and the work is being done next week. Ms. Bremner stated that if he has graduated then he needs to be treated as an adult. Stacy Edwards stated that the correct amount through the grant is \$11.00. Mr. Gallup stated that if Gear Up is okay with him then follow the process for a background check, he is an adult. Motioned passed with Brian Gallup, Wendy Bremner, James Running Fisher, Kristy Bullshoe voting for and Jess Edwards, Rae TallWhiteMan voting opposed to approving Chase Hall, MAPS Media Institute.

Motion by Ms. Bremner to approve a contract service agreement for Jason Krane, WBH Technical Support 2018-2019 (\$630.00). Second by Mr. Edwards. No public participation. No board discussion. Motioned passed 6-0 with Brian Gallup, Wendy Bremner, James Running Fisher, Kristy Bullshoe, Jess Edwards, Rae TallWhiteMan voting for.

Motion by Ms. Bremner to approve contract service agreements for Virginia Tribe, Strategic Training 2018-2019 (\$4,117.89) and Joe McKay, Professional Development for Administrators-Principal (\$900.00). Second by Ms. TallWhiteMan. No public participation. No board discussion. Motioned passed 6-0 with Brian Gallup, Wendy Bremner, James Running Fisher, Kristy Bullshoe, Jess Edwards, Rae TallWhiteMan voting for.

Travel Out of State: None.

Travel In State: Motion by Ms. Bremner to approve the following in state travel: Everett Holm, FMSC Conference in Florence, MT (\$689.66); Lynne Keenan, Cultivating Education Summit 2018 in Missoula, MT (\$915.96) and Lynne Keenan, 2018 No Kid Hungry in Missoula, MT (School Related Only). Second by Mr.

Edwards. No public participation. No board discussion. Motioned passed 6-0 with Brian Gallup, Wendy Bremner, James Running Fisher, Kristy Bullshoe, Jess Edwards, Rae TallWhiteMan voting for.

Approvals: Motion by Ms. Bremner to approve Amend Contract: Leo Bull Child, Assistant Girls BB 2018-2019 (\$73.00). Second by Ms. TallWhiteMan. No public participation. No board discussion.

Motion by Ms. Bremner to approve the following items: Substitute Eligibility Roster 2018-2019; BNAS Consultant List for 2018-2019 School Year; Extended Contracts for District Health Teachers Curriculum Alignment 2018-2019 (\$8,268.88) see list; Certified Lane Movement-Wage Modification 2018-2019, see list (\$42,992.00); Salary Increase - Professional Technical & Administrative Assistant/Secretaries (\$10,643.28); Consulting Agreement-Edie Barnard, Year End Close; Accounting, Payroll, Budgets, TFS 2018-2019 (\$4,258.86); Evan Thompson, Fee Contract to Provide Training on Confidentiality (\$800.00); Amend Board Policy #5004 Qualifications of Certified Staff; Browning Public Schools Staff HB 2018-2019; Browning Schools Parent and Student HB 2018-2019; Fleet Management Tracking System (\$11,151.60); District Claims Check #418532 - #418576 (\$1,431,825.94); Student Activities Claims Check #703368 - #703369 (\$1,921.03); Additional Pays-Payroll. *Public participation, board discussion:* Mr. Edwards asked about the Fleet Management Tracking System. Superintendent stated that she to a training offered by the Tribe on this and found it would save the district money and other schools are using this and feel it is cost worthy. Everett Holm and Wayne Hall both reviewed the system and there is capability to track buses and know where they are at all times, security and truant officers would be able to be tracked in case of an emergency. All our people are traveling in the winter and there is a lot of concern for safety today. Superintendent Hall stated that she did check on using bus depreciation and it is allowable cost. The total cost is \$15,300.00 for all vehicles and buses. Mr. Edwards stated that the police department uses this but did not know that it was right for the school. Tony Wagner stated that he felt it would be great for activity trips for monitoring and safety and preventive measures. Ms. Bremner recommended changing the wording on policy #5004 to state, "bullying and suicide prevention" and not relate it to specific names. Superintendent Hall stated that the policy will be reworded for the handbooks. Ms. TallWhiteMan stated that she has concerns with the credits in the sports handbook being inaccurate and the required credits in the foundational diploma are not correct. Ms. Bremner stated that students are being advised by counselors that they can do the foundational diploma. Ms. TallWhiteMan stated that she gave this information to Mr. Salois during homecoming. Board agreed to table the handbooks and the Fleet Management System. Following discussion, Ms. Bremner withdrew her motion and Mr. Edwards withdrew his second and Mr. Edwards motioned to approve all items excluding Browning Schools Parent and Student HB 2018-2019 until changes were made. Second by Ms. TallWhiteMan. Motion passed for all items excluding Salary Increase - Professional Technical & Administrative Assistant/Secretaries (\$10,643.28) with Brian Gallup, Wendy Bremner, Jess Edwards, voting for all and James Running Fisher, Kristy Bullshoe, Rae TallWhiteMan voting opposed to Salary Increase - Professional Technical & Administrative Assistant/Secretaries (\$10,643.28) which failed to pass.

Motion by Mr. Running Fisher to table the Browning Schools Parent and Student HB 2018-2019. Second by Ms. TallWhiteMan. No public participation. No board discussion. Motioned passed 6-0 with Brian Gallup, Wendy Bremner, James Running Fisher, Kristy Bullshoe, Jess Edwards, Rae TallWhiteMan voting for.

Motion by Mr. Running Fisher to adjourn at 8:05 p.m. Second by Ms. TallWhiteMan. Motion passed.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Brian Gallup, Board Chairperson

_____ Stacy Edwards, District Clerk

