

**Regular Board Minutes (Draft)**  
Monday, December 17, 2018 @ 5:00 p.m.  
Administration Conference Room

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

Flag song: Arlan Edwards, Stan Whiteman and BMS and BHS students.

**Approval of Minutes:** Motion by Mr. Running Fisher to approve the Regular Board Minutes of 11/28/18. Second by Mr. Evans. *Discussion:* Ms. Yellow Owl noted that she was not present at the evening board session. All in favor/Motion passed.

**Approval of Agenda:** Motion by Ms. Yellow Owl to approve the agenda with no changes. Second by Ms. Bremner. No discussion. All in favor/Motion Passed.

Mr. Edwards left meeting at 12:10 p.m.

**Community Recognition:** Ms. Yellow Owl recognized Roy Crawford, Director of the Blackfeet Commodity Program and local food pantry. Ms. Yellow Owl stated that Mr. Crawford and his wife Carrie, have brought a lot to the community and the Blackfeet nation, i.e. Browning, Heart Butte, DeLaSalle, Cuts Wood, All Head Starts, Babb, AND both Colonies. Roy, Carrie and staff put together and delivered over 330 bags of candy to all children on the reservation. Mr. Crawford stated that he was hired by the Blackfeet Tribe to run the Commodity program and the food pantry program and shares the same vision with his staff and volunteers. The food pantry is open for monthly distributions for elders, kids, etc. Mr. Crawford has reached out to DC and many tribal contacts for funding and is also working on grants. Mr. Crawford stated that the greatest thing is to put food on the table.

**Public Comment:** none.

**ITEMS OF INFORMATION**

**Building Reports:** Mr. Gallup acknowledged the following reports: Child Nutrition-Warehouse-Copy Center-Lynne Keenan; Curriculum & Instruction-Jeri Matt; Technology-Everett Holm; Transportation-Wayne Hall; Maintenance-Facilities-Construction-Reid Reagan; KW Vina Elementary-Tonia Tatsey; Browning Elementary-Jennifer Wagner; Napi Elementary-Sicily Bird; Student Activities-Tony Wagner. *Discussion:* Ms. Yellow Owl asked how the buildings held up in the high wind. Superintendent Hall stated that maintenance is fixing the air handlers at BHS today but there were no other problems. No further discussion.

**Superintendent's Report**

**Discuss Student Activities Accounts/Procedures:** Stacy Edwards stated that MTSBA legal opinion states “even though these are funds raised through student fund raising, the money is District money, not the personal property of the students that worked to raise the money. Because of that, the money is under the control of the Board of Trustees, just like any other District funds, and must be expended for educational purposes of the District. One common use of such leftover funds is to just transfer the money to the incoming freshmen class to give them a head start on fund raising. Another idea is to use the money on something the District needs, and then put some sort of memorial plaque on it – like this scoreboard purchased by the Class of 2018. The bottom line is that this is District money, subject to the Board’s control and discretion, but should be spent for District purposes. The money should never be redistributed to the students that raised the money” and MASBO states “each May the board or its designate should direct the senior class to dispose of any money remaining in the senior class fund accounts and the disposition should be 1) the senior class could designate the balance remaining in the for a specific purpose and authorize expenditure immediately; 2) the senior class could authorize the balance remaining in the fund to be transferred to a designated fund account; 3) student activity funds are intended to finance programs within the school and must be expended in a manner to benefit the student body as a whole. No personal gain is to come from student activity funds. Because of section 20-9-504 MCA, allows schools districts the right

to establish an extra-curricular fund and it is reasonable to assume trustees would have some control on how the money is designated. Each school board should address this issue and set the parameters for expending or using this money. Ms. Yellow Owl asked for the amount of all monies to be placed on the agenda for the board to make a decision on what to do. Ms. TallWhiteman stated that the class of 2006 said to give a boy and a girl a scholarship until the money runs out; some of the class money was earmarked and needs to be used as specified, i.e. some requested beautification, picnic tables, etc. Ms. TallWhiteman stated that before the district says it is their money, we need to see what the money was designated to be used for. Superintendent Hall stated that the administration will need the class minutes to review and see what money was designated for and the business office will need to be informed. Mr. Gallup suggested that the board will need to be informed in order to place the money where it is designated. Ms. TallWhiteman stated that she is wary of placing previous class money with current classes. No further discussion.

### **HR Status Report:**

Sherie Blue reviewed the transfer report with the trustees and noted that yellow and red highlighted items is what is happening with the position now, i.e. board approval, pre-hiring, reassignments, advertising, etc. Superintendent Hall stated that both positions at the high school are interim and both have been informed of this. These positions will be advertised possibility in March. The interim principal will be mentored by Matthew Johnson on school climate, and counseling and trauma informed at least once per week and Ms. Juneau will also meet with the business office director regarding the budget. Both positions become effective 12/31/18 and the contract modifications will be brought to the board on 1/3/19 at a special meeting. Ms. TallWhiteman asked if Mr. Johnson will be compensated for working with the principal.

**Resignations:** Superintendent Hall accepted resignations from Egan Black, Assistant Wrestling Coach-BHS Effective 11-7-2018 and Donald Comes at Night, Special Education Teacher-BMS Effective 11-28-2018. *No discussion.*

**Staff Recognition:** Superintendent Hall commended Colleen Nolan for all that she does in the special services department, i.e. helps teachers with IEP's, monitoring special education needs, fills in when director is gone, works with all staff and administrators, and much, much more. Superintendent Hall stated that not many things would get done every day if not for Ms. Nolan.

Mr. Edwards returned at 12:34 p.m.

### **ITEMS OF ACTION**

**Hiring:** Motion by Mr. Evans to approve the following hiring, pending successful background check/drug test: Angel Tail, 4th-5th Grade Volleyball Coach, Napi 2018-2019 (430.00); Earl Tail Jr., 4th-5th Grade Volleyball Coach-Napi Elementary 2018-2019 (\$430.00); Marina Running Crane, Napi 6th Volleyball Coach 2018-2019 (\$447.00); Cassandra Weatherwax, BMS Volleyball Coach, \$920.00; Chelsey Whiteman, BMS Volleyball Coach 2018-2019 (\$894.00); Jessie Salway, BMS Volleyball Coach 2018-2019 (\$1,058.00); Racquel Little Plume, Volleyball Coach-BMS 2018-2019 (\$860.00); Violet Sinclair Boggs, Golf Coach - BMS 2018-2019 (\$860.00); Marnessa Ingraham, Special Education Teacher Assistant-Napi and Dee Dee Spotted Bear, Teacher Assistant-Napi Elementary. Second by Ms. Bremner. No public participation. *Board discussion:* Ms. TallWhiteman asked why some of the recommendations have an interview process attached and some don't. Superintendent Hall stated that these are rehires from last year that are recommended by the athletic department. No further discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, Donna Yellow Owl, James Running Fisher, James Evans, Jess Edwards, Kristy Bullshoe, Rae TallWhiteman voting for.

Motion by Ms. Bremner to approve hiring Edward L. Running Rabbit, Special Education Teacher Assistant-BHS pending successful background check/drug test. Second by Mr. Evans. No public participation. *Board discussion:* Ms. Bremner stated that Mr. Running Rabbit has been working longer than a few weeks at the high school and is just now being hired. Sherie Blue stated that he was already approved to work as a substitute but will check to see if he was working before that time. No further discussion. Motion passed with Brian Gallup, Wendy Bremner,

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

Motion by Mr. Evans to approve hiring Joey Aimsback, Bus Driver-Transportation and Louis Kicking Woman, Bus Driver-Transportation pending successful background check/drug test. Second by Ms. Bullshoe. No public participation. *Board discussion:* Mr. Running Fisher asked how many were interviewed for bus driver positions. Sherie Blue stated there were 8 and 4 did not have the proper endorsements to drive; 4 interviewed; 2 were selected by the interview committee. Ms. Blue stated that sub drivers have been hired, in the past, without endorsements but the district cannot hire permanent drivers until they are fully endorsed. No further discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, Donna Yellow Owl, James Running Fisher, James Evans, Jess Edwards, Kristy Bullshoe, Rae TallWhiteman voting for.

**Staff Recognitions:** Dennis Juneau recognized Rudy Rivas as an unsung hero. Mr. Rivas does things on his own that are vitally important to the building and staff. Mr. Rivas works getting iPads ready for all the building, and for staff development. Mr. Rivas has a lot of experience and lot to offer. Jo Ann Powell has a lot of instructional knowledge and works with and trains teachers; she goes above and beyond her duties, she communicates and offers solutions and is excellent in her position. Instruction, improvement, student learning, teaching her hard work. Joey Hall, attendance aide, offers solutions, she is organized, she knows where all students are. Ms. Hall works hard to get kids into school, makes home visits, cooks for staff and decorates for all occasions. Mystine Hall, a first year teacher, jumped in with both feet first, takes care of and handles after school and evening stuff, she sends notices to staff, she is a leader in technology, steps up to help, she does after school tutoring, and helps to improve community relations. Ms. Hall stated that it is important to know who you are and helps student work on weaknesses, and strengths. She is also taking the lead on cutting costs to the copy center. Edna Pollock works with staff, students, and community and she always steps up and is ready to help every day.

**BMS Presentations:** Dennis Juneau gave a presentation on student community service; learning iPads, independent practice, independent learners, service learning; iPad implementation, student created clips for community service (bullying); building a shelter for homeless, abused, starving, animals; clips for staff announcements; repairing local pool; BMS newsletter; staff newsletter; mental health awareness; suicide prevention; keynote; instructional framework & Strategic Plan.

**Contract Service Agreements:** Motion by Mr. Evans to approve the following contract service agreements pending successful background checks: Brian Harrell, Certified Tutor for Holiday Break - BHS (\$420.00); Robert Miller, Certified Tutor for Holiday Break - BHS (\$420.00); Jason Krane, BHS Credit Recovery - BHS 2018-2019 (\$6,278.00) and Richard Hagberg-Mentor BHS (\$1,000.00). Second by Ms. Bremner. No public participation. *Board discussion:* Mr. Running Fisher asked if the district has already hired tutors. Superintendent Hall stated that 21<sup>st</sup> Century tutors work after school hours and these 2 tutors will work during the holiday break for high school students that need additional support, need help with google classroom, etc. Ms. Yellow Owl asked how students will know that these tutors are available during break. Superintendent Hall stated that she will let the activities coaches know and they will let the players aware, she will announce on Facebook and the district webpage. Ms. Bremner asked if there are only 2 staff interested. Superintendent Hall stated yes. Ms. Bremner asked that these teachers be monitored to see how effective they are. Ms. TallWhiteman stated that it is tough to get kids in to do this during break, maybe one, and felt that it may not be effective and the funds could be better utilized somewhere else. Superintendent Hall felt that if we can save one student, salvage their grades, it is better than none. However, if there is no interest, we won't do again. Ms. Bremner suggested having the tutor in the lobby area outside of the gym. Ms. Bremner asked why the district is hiring another mentor. Superintendent Hall stated that this mentor will work with Meri Gobert in her new position. *No further discussion.* Motion passed 8-0 with Brian Gallup, Wendy Bremner, Donna Yellow Owl, James Running Fisher, James Evans, Jess Edwards, Kristy Bullshoe, Rae TallWhiteman voting for.

**Out of State Travel:** Motion by Ms. Bremner to approve out of state travel for Roger Zentzis, Future of Education Technology Conference (FETC) in Orlando, FL (\$3,503.43). Second by Mr. Evans. No public participation. *Board discussion:* Ms. Bremner asked if this is necessary training for Mr. Zentsis. Superintendent

Hall stated that this is the Carl Perkins grant and Mr. Zentsis handles the grant and is required to attend. Also this is the only training for this. Carl Perkins is use for Vo Ag, Home Ec, Business, Welding, Carpentry, etc. Mr. Zentsis works with the high school teachers to determine what is needed and will give a presentation to the school board and administration following the training. Motion passed 8-0 with Brian Gallup, Wendy Bremner, Donna Yellow Owl, James Running Fisher, James Evans, Jess Edwards, Kristy Bullshoe, Rae TallWhiteman voting for.

**In state Travel:** Motion by Ms. Yellow Owl to approve in state travel for Tony Wagner to attend the 2018-2019 MHSA Annual Meeting in Butte, MT (\$457.75). Second by Ms. Bullshoe. No public participation. *Board discussion:* Ms. Yellow Owl asked what the meeting pertains to and if this meeting is for scheduling all sports events. Superintendent Hall stated that the scheduling is held in the spring meeting. Board members expressed concerns that schools are backing out of the already scheduled sport programs for the 2018-2019 sports season and felt that it is not acceptable in sanctioned athletic high school sports. Superintendent Hall will check with the AD to see if MHSA is aware. Motion passed 8-0 with Brian Gallup, Wendy Bremner, Donna Yellow Owl, James Running Fisher, James Evans, Jess Edwards, Kristy Bullshoe, Rae TallWhiteman voting for.

**Approvals:** Motion by Mr. Evans to approve Theodora Weather Wax, Napi Sponsor-Science Club 2018-2019 (\$516.00). Second by Ms. Yellow Owl. No public participation. No board discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, Donna Yellow Owl, James Running Fisher, James Evans, Jess Edwards, Kristy Bullshoe, Rae TallWhiteman voting for.

Motion by Ms. Yellow Owl to approve Substitute Eligibility List 2018-2019. Second by Mr. Evans. No public participation. No board discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, Donna Yellow Owl, James Running Fisher, James Evans, Jess Edwards, Kristy Bullshoe, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve to Waive 5% Penalty Fee-Emorie Davis Bird, HR Director (\$2,306.25). Second by Ms. Bullshoe. No public participation. *Board discussion:* Ms. Bremner stated that the board already voted on this. Ms. Yellow Owl asked why it has been brought back. Mr. Gallup stated that he brought this item back because the vote was close at 4-4 and some trustees were confused about what it was for. Ms. Yellow Owl stated that this is self-explanatory and felt that there should be respect for the previous vote of those trustees. Ms. Yellow Owl also stated that she has heard that there are other reasons as to why this is being brought back and stated that she does not appreciate it. Stacy Edwards asked if the 5% damage fee should be removed from the contract. Mr. Gallup stated that it should be removed but will have to discuss at another time. Mr. Gallup called for a vote. Motion passed 5-3 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe voting for. Donna Yellow Owl, Rae TallWhiteman, Jess Edwards voted opposed.

Motion by Mr. Evans to approve the following items: Salary Increase-Stacy Edwards, Director of Finance 2018-2019 (\$1,971.00); Salary Increase-Carlene Adamson, Administrative Assistance/Sup't-School Board Secretary (\$1,300.00) and Salary Increase-Colleen Nolan, Administrative Assistant Special Education (\$869.00). Second by Ms. Bremner. No public participation. *Board discussion:* Ms. TallWhiteman stated that she does not like the wording that states these positions are not covered by a "collective bargaining agreement" and felt that it insinuates that they did not get a 2.5% raise when they did last spring. Ms. TallWhiteman also felt that by giving only these 3 individuals a raise they are being considered more important than anyone else. Ms. TallWhite stated that next year the classified staff will only get a .15 cent raise. Superintendent Hall stated that she was told by the board to bring only one person back but then was told in the special board meeting to bring all back. Ms. Yellow Owl asked if there are any job description changes. Superintendent Hall stated yes, Ms. Edwards does many things for the county and could be paid much more for what she does, Ms. Adamson does a lot of things behind the scenes for the administration and Ms. Nolan does a lot of the director's work because that person has not been available due to issues out of her control. Superintendent Hall felt that each of these individuals do a lot of extra work and have earned the raises. Ms. Bullshoe stated that she only asked to have Stacy Edwards brought back for a raise. Ms. Bremner agreed. Superintendent Hall stated that Ms. Yellow Owl said to bring the rest back too. Ms. Yellow Owl stated that she did not say this. Mr. Gallup stated that he asked to bring the rest back for a salary increase.

Mr. Gallup called for a vote. Motion passed 8-0 for Salary Increase-Stacy Edwards, Director of Finance with Mr. Gallup, Ms. Bullshoe, Mr. Evans, Mr. Running Fisher, Ms. Yellow Owl, Ms. Bremner, Ms. TallWhiteman, Mr. Edwards voting for. Motion passed 5-3 for Salary Increase-Carlene Adamson, Administrative Assistance/Sup't-School Board Secretary with Mr. Gallup, Mr. Evans, Mr. Running Fisher, Ms. Yellow Owl, Mr. Edwards voting for. Ms. Bullshoe, Ms. TallWhiteman, Ms. Bremner voting opposed. Motion failed 4-4 for Salary Increase for Colleen Nolan, Administrative Assistant Special Education (\$869.00) with Mr. Gallup, Mr. Evans, Ms. Yellow Owl, Mr. Edwards voting for. Mr. Running Fisher, Ms. Bullshoe, Ms. TallWhiteman, Ms. Bremner voting opposed. Superintendent Hall stated that Colleen Nolan does a lot of the SpEd Directors work because that person has not been available and asked the board to please reconsider their vote. Ms. TallWhiteman stated that the superintendent needs to think about the district as a whole, and felt that other employees will wonder where their additional raise is. Ms. TallWhiteman stated that it is about ethics and felt that the raises should be straight across the board for all other assistants or secretaries because she felt that they work hard too. *No further discussion.*

Motion by Mr. Evans to approve Special Education Staffing Needs and Salary Proposal. Second by Ms. Bremner. No public participation. *Board discussion:* Superintendent Hall stated that the district may hopefully fill the vacant speech pathologist position if we pay more and noted that these are hard to fill positions. The district may need to offer scholarships and get students interested in going to school to fill these positions. Ms. Bremner stated that the board did request that this be brought forward for approval. Motion passed 8-0 with Brian Gallup, Wendy Bremner, Donna Yellow Owl, James Running Fisher, James Evans, Jess Edwards, Kristy Bullshoe, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve the following items: Request from the Rock Indian Foundation to Publish Photos; Testing With Integrity-Student Activities 2019; Bus Washer/Transportation Dept (\$19,900.00); Purchases Over \$10,000.00; District Claims Check #419694 - #419760 (\$87,666.34); Student Activities Report Check #703503 - #703527 (\$12,329.63) and Additional Pays-Payroll. Second by Ms. Bremner. No public participation. *Board discussion:* Mr. Running Fisher asked if the district shopped around for the bus washer. Mr. Evans stated that there are only two places that sale these. Ms. Bremner asked for information on other entities/locals that can provide drug testing services and stated that she wants to look at costs from each. Bill Hanley of Testing with Integrity, stated that he is a national qualified trainer for DOT and has been in this field for 42 years and 22 years in drug testing. Mr. Hanley has been working with BPS since 2007 and he has always given the district quality service and respects the students. Mr. Hanley was a counselor for 32 years and has a tribal business license, he is a state provider, independent contractor, certified, LLC. Ms. Bullshoe asked if he is in compliance with Blackfeet Tero. Mr. Hanley stated that he is an independent contractor with the state. Board members asked about kids that say they peed for someone else and when tested, it was negative. Mr. Hanley stated that he cannot pat the student down. If there is proof that this happened, they need to be brought in and talked to and sign a statement. Mr. Hanley stated that a student is taken from their class, they don't get to go to their lockers and they don't know they are being tested. Ms. Yellow Owl asked Superintendent Hall to bring other information forward for the board to review. Ms. Bremner thanked Mr. Hanley and stated that she never questioned his ability but they are looking for a possible cheaper way to do the testing in the district. Ms. Bremner felt that this is another example of Tony Wagner refusing to comply with board requests by not bringing information for other testing resources. Mr. Hanley let the board know that his contract is up on December 31 and the work he does affects DOT with regard to bus drivers. Mr. Gallup asked that the information be brought to the January 8 board agenda and stated that BPS does not want to be out of compliance. Ms. Yellow Owl asked about the copyright on the pictures that the Rock Indian Foundation is asking to publish and also asked what pictures they asking to copy. More information will be gathered for the board to review prior to making a decision. Mr. Edwards asked about purchasing special education curriculum. Superintendent Hall stated that this curriculum is for special education students and the district received an extension on the pricing and if we wait another week the curriculum will cost an additional \$3,000.00. Mr. Gallup asked for a motion to table items g and h. Motion by Mr. Evans to table Request from the Rock Indian Foundation to Publish Photos. Second by Mr. Running Fisher. Motion by Mr. Edwards to table Testing With Integrity-Student Activities 2019. Second by Ms. Bullshoe. Motion passed 8-0 to table items g and h. Motion passed 8-0 for all other items with Brian Gallup, Wendy Bremner, Donna Yellow Owl, James Running Fisher, James Evans, Jess Edwards, Kristy Bullshoe, Rae TallWhiteman voting for.

Motion by Ms. Yellow Owl to adjourn at 2:07 p.m. Second by Mr. Edwards. Motion passed.

Respectfully submitted:

\_\_\_\_\_ Carlene Adamson, Board Secretary

\_\_\_\_\_ Brian Gallup, Board Chairperson

\_\_\_\_\_ Stacy Edwards, District Clerk