

Regular Board Minutes
Tuesday, February 9, 2021 @ 5:00 p.m.
Administration Conference Room

Present: Donna Yellow Owl-Chair, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff.
Virtual: Brian Gallup, Rae TallWhiteman (5:11 p.m.). **Absent:** Wendy Bremner.

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

Ms. Yellow Owl reminded trustees to sign up for NAFIS Training dates.

Approval of Minutes: Motion by Ms. Bullshoe to approve the Special Board Minutes 1/25/21 and Regular Board Minutes 1/27/21. Second by Ms. RidesAtTheDoor. All in favor/Motion passed.

Approval of Agenda: Motion by Mr. Evans to approve the agenda with the following change: remove Mild Fence Company Quote, Chain Link Fence-Trailer Court. Second by Ms. Bullshoe. All in favor/Motion passed.

Public Comment: None.

ITEMS OF INFORMATION

Building Reports: Ms. Yellow Owl acknowledged the following building reports: KW Vina Elementary School-Tonia Tatsey, Browning Elementary School-Sheila Hall, Napi Elementary-Sicily Bird, Browning Middle School-William Heusbch, Browning High School-Jennifer Wagner, Babb Elementary-Billie Jo Juneau, Big Sky & Glendale Colonies-Egan Black, Special Education-Maureen Stott, Buffalo Hide Academy-Matthew Johnson. Discussion: Board members thanked administrators for all that is going on in each building for staff and students.

CDC Guidelines Update: Superintendent Hall stated that the links are attached for all to review CDC guidelines.

HR Status Update: Mr. Salois stated that hiring changes have been made from the last board meeting and resignations from this agenda will be updated for the next meeting.

Coaching Season Update: Mr. Salois stated that hiring changes have been made from the last board meeting and noted that only high school sports is in session. Most all spring positions have been hired. Ms. RidesAtTheDoor asked what they are doing with the assistant cheer coach position? Mr. Salois stated that the position was advertised, and applicants had applied, however Everett Armstrong let him know that one coach was good for the season as winter sports was already half way through the season, so the position was not filled. Ms. RidesAtTheDoor asked with the head coach out, how the program is working. Everett Armstrong stated that he has a volunteer filling the position at this time.

Resignations: Resignations accepted: Vance Matt, Warehouse Supply Clerk-Food Services, Effective 1/18/2021; Kami Wellman, Teacher Assistant-Napi, Effective 1-8-2021; Myndi Gallagher Horn, Speech Teacher Assistant-Special Education, Effective 2-12- 2021 and Elsie Ground, Teacher-Browning Elementary, Effective 6-4-2021.

ITEMS OF ACTION

Hiring: Motion by Mr. Evans to approve hiring Herbert J. Still Smoking Jr., Custodian, Napi Elementary pending successful background checks/drug tests. Second by Ms. Bullshoe. No public participation. No board discussion. Motion passed with Donna Yellow Owl, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff. Brian Gallup, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve hiring pending successful background checks/drug tests for: Herbert J. Still Smoking Jr., Custodian, Napi Elementary; Lavonia Olson, Teacher Assistant-Special Education; Glenna Hall, Assistant Director of Finance 2020-2021 (prorated from \$45,000.00) and George Hall, III, Facilities Assistant-Professional Technical 2020-2021 (\$14,560.00 pro-rated). Second by Ms. Bullshoe. No public participation.

Board discussion: Ms. Croff asked if George Hall was removed at last meeting. Superintendent Hall stated he was the top selection but had childcare issues and could not take the position; another person was not recommended and Mr. Hall called and said he had remedied the childcare issue. Motion passed with Donna Yellow Owl, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff. Brian Gallup, Rae TallWhiteman voting for.

Contract Service Agreements: Motion by Ms. RidesAtTheDoor to approve contract service agreements for Roy McNabb, Setup and Install District Fitness Equipment (\$5,400.00) and Brenda Guardipee, 1st Aid PD for Childcare Staff 2020-2021 (\$140.00) pending successful background checks. Second by Mr. Evans. No public participation. No board discussion. Motion passed with Donna Yellow Owl, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff, Brian Gallup, Rae TallWhiteman voting for.

Out of State Travel: None.

In State Travel: Motion by Ms. RidesAtTheDoor to approve in state travel for the following: Dennis Juneau, Girls-Boys BB Divisional Tournament in Butte, MT (\$569.74); Everett Armstrong, Girls-Boys BB Divisional Tournament in Butte, MT (\$569.74); Kari McKay, Girls-Boys BB Divisional Tournament in Butte MT (\$566.26); Mike ComesAtNight, Girls-Boys BB Divisional Tournament in Butte MT (\$566.26); Jennifer Wagner, Girls-Boys Divisional Wrestling Tournament in Libby, MT (\$404.46); Kari McKay, Girls-Boys State Wrestling Tournament in Miles City, MT (\$566.26); Jennifer Wagner, Girls/Boys State BB Tournament in Butte, MT (\$566.26) and Kari McKay, Girls-Boys State BB Tournament in Butte MT (\$566.26). Second by Mr. Evans. No public discussion. *Board discussion:* Mr. Evans asked why the district is sending so many to tournaments. Superintendent Hall stated that the teams play in separate buildings and we will need two administrators per building. Motion passed with Donna Yellow Owl, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff, Brian Gallup, Rae TallWhiteman voting for.

Approvals: Motion by Mr. Evans to approve Custom Educational Consulting, Read 180&System 44 2020-2021 and Extended Contract: Katie McDonald, BMS Library Re-Assembly 2020-2021 (\$1,541.00). Second by Ms. Bullshoe. No public participation. No board discussion. Motion passed with Donna Yellow Owl, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff, Brian Gallup, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve Substitute Eligibility Roster 2020-2021 and Change Part-time Child Care Aide Positions to 1.0 FTE. Second by Ms. Bullshoe. No public participation. *Board discussion:* Mr. Evans asked if the FTE change is only for one position and noted there are no kids in childcare. John Salois stated that staff are making the department ready and will need two 40-hour positions. The financial impact will be based on the classified hourly wage and include \$13,000 each for insurance. Motion passed with Donna Yellow Owl, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff, Brian Gallup, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve Stipend Pay for Certified Staff 2020-2021. Second by Ms. RidesAtTheDoor. No public participation. *Board discussion:* Superintendent Hall stated that this is only for certified staff that come in to the school to do the assessments. If they are not in the building, they will not get the stipend. Ms. RidesAtTheDoor asked if there is a seniority list. Superintendent Hall stated that she sent an email out for staff interest and received minimal response. Motion passed with Donna Yellow Owl, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff, Brian Gallup, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve Academic Calendar 2021-2022. Second by Ms. RidesAtTheDoor. *Public participation/Board discussion:* Ms. Yellow Owl stated that it was brought to her attention that the district does not take Martin Luther King Day as a holiday and all other businesses do. Mr. Salois stated that if the day became a holiday this year, they would have to add another day to the calendar because of the teacher contracted days and for student instruction; in this case, teachers would come back Monday after the last day of school to checkout. Mr. Salois stated that there were 3 options from the calendar committee; certified staff voted and this was the first choice; also paid holidays are listed in the negotiated agreement and Martin Luther King Day is not one of those paid holidays. Mr. Salois explained that if another day is added, it would be an extra day of pay above the contracted amount. It was noted that the district has traded some of the recognized holidays for other days that are

paid as holidays during the school year; Mr. Salois noted that spring break is not a paid day off for all staff. Ms. Yellow Owl suggested to add Martin Luther King Day as another day off. Mr. Gallup stated that if it is added as a holiday, the district will have to state what day they will lose to take this day as an observed holiday off. Superintendent Hall stated that this day is already listed in the master agreement as a school day and would not be a paid day off. Ms. Yellow Owl asked that the administration get information together and bring this back to the board. Mr. Salois stated that the district will have to bring back right away as all planning is based on the academic calendar and the board would have to by action approve a day off as an observed paid day. Mr. Salois suggested that this be looked at in the future so that all costs can be brought forward. Ms. Yellow Owl agreed. Ms. RidesAtTheDoor suggested to have school on 2/26/21 as it is not a holiday. It was noted that 2/25 is not a paid holiday for all staff and is listed in the master agreement for certified staff as a break. Trading this day would not be a paid day for all staff. Motion passed with Donna Yellow Owl, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff, Brian Gallup, Rae TallWhiteman voting for.

Motion by Ms. RidesAtTheDoor to approve Browning Federation of Classified Employees Negotiations 2021-2023 and Browning Federation of Teachers Negotiations 2021-2022. Second by Mr. Evans. No public participation. *Board discussion:* Ms. Yellow Owl asked what the MOUs are for. Superintendent Hall stated that the union proposed a MOU because there are new laws being brought forward to remove Unions and the board would have to negotiate with each employee individually. These MOUs are from MTSBA to approve through June 2023 and negotiate salaries, insurance, etc. This may help the district move forward and negotiate salaries but they are not sure if the district will be covered if law changes in Montana. Both unions did submit MOUs however MTSBA felt the board should not approve them and have submitted an agreement the board should approve. Motion passed with Donna Yellow Owl, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff. Brian Gallup, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve Random Drug Testing Agreements for Students/Staff 2020-2021 with William P. Hanley, Testing with Integrity, Big Sky Drug Testing Services LLC, and Tahnee Armstrong, Independent Contractor; Amend Board Policy: #5110 Drug Free Workplace, #5227 Employee Alcohol and Drug Use-Abuse, 5228 Employee Drug/Alcohol Testing; Resolution Calling for Election 2021; District Claims Report #432035 - #432127 (\$579,073.04); Student Activity Claims Report #704476 - #704514 (\$31,739.31) and Additional Claims/Payroll. Second by Ms. RidesAtTheDoor. No public participation. *Board discussion:* Superintendent Hall asked that the board approve the drug testing entities listed for students and staff and noted that they are not exclusive; these agreements do not prevent the district from using other drug screening companies but sets the fee structure if BPS were to use any of them. Mr. Salois noted that this is not for random testing of staff but only for student athletes and bus drivers. Ms. Croff asked about the claims report regarding a payment on page 7 to Novogradic for interest and there are asterisks that state over extended expenditure. Superintendent Hall stated that this is the last payment for the tax credit and the asterisks shows that these were not budgeted for because the district was not able to move forward with this; Page 6 is MSGIA property/liability deductible for personnel liability claim and a vehicle claim. Billie Jo Juneau asked about the protocol and procedures listed by Big Sky drug testing that states "direct observation". Superintendent Hall stated that she did discuss this with Big Sky and the procedure will not be observed in our agreement. Motion passed with Donna Yellow Owl, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff. Brian Gallup, Rae TallWhiteman voting for.

Motion by Ms. Croff to adjourn at 5:40 p.m. Second by Ms. Bullshoe. All in favor/Motion carried.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Donna Yellow Owl, Board Chairperson

_____ Crystal Tailfeathers, District Clerk