

**Regular Board Minutes (Draft)**  
Wednesday, November 28, 2018  
Administration Conference Room

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

A positive from Ms. TallWhiteman was the welcoming environment at the KW and decorations for Christmas.

**Staff Recognition:** Ms. Tatsey recognized the following 2+2 staff at KW Vina: Marci Burd, Amy DeRoche, Britney Shooter, Ashley Burd, Sontee Johnson, Angie Pepion, Loulouise Gibbel, Dawn Marxer and Everett Armstrong. When 2+2 staff enter as a teacher, they are more advanced and experienced. The district has 3 instructors at KW Vina; Sandy Campbell, Rebecca Rappold and Brandy Bremner that work with the 2+2 staff.

**Presentations:** Ms. Tatsey, Rebecca Rappold, Sandi Campbell, presented on vision and goals which include graduation matters, culture matters, safety matters and attendance matters as well as the district adopted goals. There was discussion on parents/grandparents being made aware that it is okay for their students not to have new clothes for the first day of school; students are made aware of the district bullying policy. Ms. Rappold shared information on the "My Voice Survey".

Ms. Bullshoe left the meeting at 1:07 p.m.

There is follow-up with parents that felt their students were not safe in school. There is more phone contact with parents, rather than letters, because some cannot read.

Motion by Ms. Yellow Owl to recess at 2:22 p.m. Second by Mr. Running Fisher. Motion passed with all trustees in favor.

Mr. Gallup reconvened the meeting at 5:08 p.m.

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

Mr. Gallup thanked Tonia Tatsey and staff for the noon board session.

**Approval of Minutes:** Motion by Mr. Evans to approve the regular board minutes of 11/13/18 with no changes. Second by Ms. Bremner. All in favor/Motion passed.

**Approval of Agenda:** Motion by Mr. Evans to approve the agenda with no changes. Second by Mr. Running Fisher. All in Favor/Motion passed.

**Parent Recognition:** Mr. Running Fisher recognized George Webber and Susan for their support in Cross Country. Both were commended for attending many school events throughout the years.

Mr. Running Fisher commended Toni Tatsey for the mini pow wow events at KW Vina stating that everyone participated and enjoyed themselves.

**Public Comment:** Mr. Gallup read provisions of the Montana Open Meeting Law under Section 2-3-103 and Browning School Policy #1441 for Public Participation. Grinnell Day Chief spoke on behalf of the MOA officials pool and stated that Vic Hall was not able to attend. Mr. Day chief stated concern that the district is requesting meetings with coaching staff and athletic department and stated that it is unethical to conduct this meeting between. MOA officials have never been asked to meet with the AD or the coaches and they will not be attending the meeting. If the district wants further discussion they will ask to be on the board. Tony Wagner, BPS

AD, stated that there was an email sent out to this pool and the coaches wanted to voice their concern to resolve things. Superintendent Hall was asked to meet with Robert Hall and Tony Wagner.

Terrance LaFromboise expressed concern as a parent regarding truancy policy that is inflicting student room to grow. BPS is a trauma informed school but the policies are not trauma informed. Mr. LaFromboise stated that BPS has a closed-door policy, students have to go to ISS which hurts a lot of kids. Mr. LaFromboise asked the board to look at policy and make necessary change to help the kids more, to make them better students, and be better informed of the process. Mr. Gallup stated that the board is aware of some of the issues and welcomed Mr. LaFromboise to attend and discuss the policies when they are on the agenda for review. Ms. Bremner stated that the community does not know when the board is going to go over the policies and wanted more parent involved. Tony Wagner agreed with Mr. LaFromboise and feels that all students are hurt by the policies. Mr. Wagner stated that as an employee it is hard to stand up and speak and the policy has affected his daughter and many others. Mr. Gallup stated that there are two sides to this issue and both sides need to come together on policy. This policy will be on the 12/17/18 agenda. Ms. TallWhite asked that principals and AD make sure activities and schools policy match. Superintendent Hall stated that she will get all together on this issue Monday.

### **ITEMS OF INFORMATION**

**Building Reports:** Mr. Gallup acknowledged the following building reports: Child Nutrition-Warehouse-Copy Center Report - Lynne Keenan, Curriculum & Instruction - Jeri Matt, Technology Department - Everett Holm, Transportation Department-Wayne Hall, Maintenance Department - Reid Reagan, Facilities-Construction Department - Reid Reagan. *Discussion:* Ms. TallWhiteman expressed concern that technology department is moving away from 3 rivers to pay less per month and 3 Rivers is one of the district's biggest donors to school programs. Ms. TallWhiteman felt that it would be devastating to our kids to not get their donations or their scholarships and stated that she doesn't know when the board said we had to save this money. Ms. TallWhiteman stated that she would like to hear from 3 Rivers on this. Ms. TallWhiteman asked for information on what each grant pays for, i.e. instructional coaches, professional development, etc. Ms. Bullshoe stated that Napi students were really happy about what they were being fed and thanked Ms. Keenan and food service department. No further discussion.

### **Superintendent's Report:**

**Superintendent Update:** Superintendent Hall stated that she did follow up on the proposal from Nikki Hannon regarding students building a house; the quote is \$180,000 and it will take over 2 years to complete. This item will be on the facilities agenda for discussion. The comment boxes for all buildings have been purchased. Mr. Holm will check into a help desk, email, free google voice number for suicide ideations. Not 100% anonymous but will help. Natasha Siliezar will monitor and get the information to the right building asking them to look into it. Mr. Holm stated that whoever replies back to students will be required to log into a spread sheet; there are other solutions that need to be determined. Ms. Bremner stated that whoever is in charge of this needs to know what to do, i.e. intervention, charts, etc. and felt that there needs to be more planning and not just a referral to someone who does not know what to do. M. Bremner stated that Good Medicine had written into their grant a hotline for students and they need a process that is being followed. Matthew Johnson stated part of the problem with the hotline is being staffed with professionals and paying for the lines. The community needs to be involved and support the process with resources. Mr. Gallup stated that as the program moves forward it should be worked between 3-4 agencies. Superintendent Hall attended the Orange Frog workshop in Conrad, which was presented in Browning a couple years ago, and stated that we have to choose to be happy, have hope, and be positive. Superintendent Hall asked principals to quote something that they sent to all staff that was positive and suggested that all keep a journal and #1. Every day write 3 things you are grateful for; it has to be different every day; #2. Write one (1) positive about what you write in your journal every day; #3. for health and self-care write down the 15 minutes of exercise you do every day. Mr. Gallup stated that he takes his orange frog everywhere, every day to remind him to be a good person. Mr. Gallup stated that the board has been asked in years past to do this and after 21 days there was nothing written in their journals. Mr. Gallup stated that there are positive things happening in our district. Natasha Siliezar is designing an action plan to educate parents in the community on the importance of attendance, monitoring, court referrals, etc. There is interventions and phone calls going out by infinite Campus to parent/guardian every day. Because of the huge number of absences for some students, Ms. Siliezar is looking at

seeking help from social worker/s. There are 43 students that have dropped and Ms. Siliezar will be looking at where they are; the Hi-Set academic option students need to be tracked; and she will meet with truancy court. Ms. Bremner asked if kids in advisory are working on choosing what empowers them. Mr. Salois stated that this is in place and they are working with MBI. No further discussion.

**Update on Impact Aid Budgets, Adopted Budgets, Grant Budgets, EL&HS:** Stacy Edwards reviewed the budgets and stated that she added special Olympics, sped contracts, increased student insurance policy, increased maintenance, security, and transportation budgets; gas (commercial Energy contract) is locked in at \$3 per dekatherm (note: usage has changed at warehouse, BMS, bus barn). IA is at 100% lot for elementary 9.84 million; both high school and elementary budgets are down from last year. Mr. Gallup stated that IA is driven by student numbers and based on figures from the prior school year. The general fund is up \$53,000 from last year and transportation budget is down \$70,000 (the district levy value must be same as prior year); retirement was over spent last year based on auditor report (district doesn't roll payroll back but they did); high school principal and assistant had to pay from IA due to negotiation in salaries; had to move TeriD and WayneH wage from transportation to IA. Ms. Edwards stated that the revenues and deficit need to match and revenue is going down; also the district can only move so much into IA and if sort cannot move anymore into it. Ms. Bremner reminded all that a dean of students and a teacher were added at BHS. Grants are up by \$88,000.00+ this year. No further discussion.

**#3000 Series Student Policy:** moved to next board meeting.

**Resignations:** The superintendent accepted a resignation from Emorie Davis-Bird, Human Resource Director, Effective November 30, 2018. Ms. Bird thanked all and stated that the experience working with an educational institution was very impacting and a positive experience for her.

Recess at 6:31 p.m.

Reconvene at 6:42 p.m.

### **ITEMS OF ACTION**

**Hiring:** Motion by Mr. Evans to approve the following hiring pending successful background check/dug test: Rikie Calica, 6th Grade Volleyball Coach-Napi 2018-2019 (\$430.00) and Delora Bear Child, 4th-5th Grade Volleyball Coach-Napi 2018-2019 (\$430.00). Second by Ms. TallWhiteman. No public participation. No board discussion. Motion passed 7-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve hiring Mary Beth Lazy Boy, Special Education Teacher Assistant-BHS pending successful background check/drug test. Second by Ms. Bremner. No public participation. No board discussion. Motion passed 7-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman voting for.

**Contract Service Agreements:** Motion by Ms. Bremner to approve a contract service agreement pending successful background check for Nicole Whitney, Building Mentor-KW Vina 2018-2019 (\$1,000.00). Second by Ms. Bullshoe. No public participation. No board discussion. Motion passed 7-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve the following Contract Service Agreements pending successful background check: Glenn Castle, Building Mentor-BHS 2018-2019 (\$1,000.00) and Meri Gobert, New Teacher Stipend for Planning and Preparation 2018-2019 (\$300.00). Second by Ms. Bremner. No public participation. No board discussion. Motion passed 7-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman voting for.

**Out of State Travel:** Motion by Mr. Evans to approve out of state travel for Brian Gallup, NAFIS Winter Directors Meeting in New Orleans, LA (\$315.91). Second by Mr. Running Fisher. No public participation. No board discussion. Motion passed 7-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman voting for.

**In State Travel:** Motion by Ms. Bremner to approve in state travel for Wayne Hall, Communicate with Tact and Professionalism in Billings, MT (\$1,182.13). Second by Mr. Evans. No public participation. *Board discussion:* Ms. Bremner stated that she does not feel this travel is necessary; this individual is continually sent to trainings to deal with people better but the administration needs to deal with the issue. Ms. Bullshoe agreed and stated that they need to deal with the issue at hand. Mr. Running Fisher asked if possible to have this training at the schools so that other directors could attend. Superintendent Hall stated that it could be checked into. No further discussion. No public participation. No board discussion. Motion failed 7-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman voting opposed.

**Approvals:** Motion by Mr. Evans to approve 19-Year Old Attendance 2018-2019 for Favien LaPlant. Second by Ms. TallWhiteman. No public participation. *Board discussion:* Mr. Evans asked if a person older than 19 years could have permission to attend high school. Matthew Johnson stated that he asks for 19 plus years for older students and is not sure of the age requirements. No further discussion. Motion passed 7-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve the following items: Change FTE Colonies Principal-Title IX Coordinator-Investigations-District Attendance from Part Time FTE to Full Time FTE 2018-2019; Sick Leave Donations for Staff Outside of the Bargaining Unit; Substitute Eligibility List 2018-2019; Town Pump Charitable Foundation Grant (\$10,000.00); Testing With Integrity-Drug Testing Proposal 2019-2020; District to Pay Mileage for High School Clubs, Surplus Property Bid Opening; District Claims Check #419482 - #419610 (\$295,479.15); Student Activities Claims Check #703497 - #703502 (\$2,165.49) and Additional Pays-Payroll. Second by Ms. Bremner. *Public participation/Board discussion:* Ms. Bullshoe asked if there is a proposal from TERO for drug testing. Emorie Bird stated that she has not received one. Superintendent Hall noted that the contract with this firm is not exclusive and the district can use other companies. Ms. Bremner stated that the practice is to only use this individual and Carl McLean has asked how they can get the drug testing at the schools; they have bought a kit and trained individuals to do the testing @ \$6.50 per test. Ms. Bremner suggested looking into the kit. Ms. Bird stated that the tribe has testing equipment that cost \$500.00 and she felt this would be more cost effective, however the agreement with Bill Hanley is non-inclusive and noted that it will be hard for a local firm to keep enough kits in stock to cover the school's needs; the tribe does not test every day. Mr. Gallup suggested looking at working toward getting our testing. Ms. Bremner asked to table "Testing with Integrity" and look into other options. Superintendent Hall noted that if this happens, the district will be adding another duty to someone's position. An outside firm is much more objective and that firm will call the person with results of a test. Mr. Gallup suggested tabling the drug testing proposal and asked Superintendent Hall to check into this further. Motion by Ms. Bremner to table Testing With Integrity-Drug Testing Proposal 2018-2019. Second by Ms. Bullshoe. Mr. Gallup opened a bid for surplus: Brett Wagner is the only bid for the washer and dryer for \$20.00. Ms. TallWhiteman asked how the sick leave donation will work. Superintendent Hall stated that the process will not allow a person to solicit; the HR director will send out a letter stating what is happening and ask if anyone wants to donate leave. There will not be a sick leave bank. Superintendent Hall has checked with MTSBA and there are no requirements to set this up. Ms. TallWhiteman asked about the application process. Superintendent Hall stated that a person has to use all their own leave first and they cannot have any unapproved leave without pay (ULWOP) and they have to pay back. Ms. TallWhiteman wants reassurance that the process won't be abused. Sicily Bird stated that administrators don't get funeral leave and it puts them in a position to go into unapproved leave. Superintendent Hall stated that funeral leave is not supported by state law and is not recommended. Mr. Gallup stated that they will leave sick leave donation as it is and Superintendent Hall will work on the questions the board has. Mr. Evans stated that the district paying mileage for high school clubs does not have an estimate and asked for a breakdown/projections on what is expected. Superintendent Hall stated that they don't want to leave this wide-open because of location of some travel and suggested to only use for certain clubs and not for every club in

district. Ms. Bremner suggested basing on a certain number of miles within the state. Rae science club is an academic club going to the Science Olympiad and they represent the district just as the athletics; the activities budget is healthy and at 100% and academics should be afforded the same as any activity team; there is an activities budget and an athletics budget. Jennifer Wagner asked if this means that more money will be added to all building activity budgets. Mr. Gallup suggested tabling this item until language is further reviewed. Motion by Mr. Evans to table District Paying Mileage for High School Clubs. Second by Mr. Running Fisher. No further discussion. Motion passed with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteman voting for all with the exception to table Testing With Integrity Drug Testing Proposal and District to Pay Mileage for High School Clubs.

Motion by Ms. Bremner to adjourn at 7:15 p.m. Second by Ms. Bullshoe. All in favor/Motion passed.

Respectfully submitted:

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

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

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