

Special Board Minutes 7/17/18

Tuesday, July 17, 2018 @ 12:00 p.m.

Administration Board Room

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

Mr. Gallup called the meeting to order at 12:03 p.m.

Approval of Agenda: Motion by Ms. Yellow Owl to approve the Agenda with no changes. Second by Mr. Evans. All in favor/motion passed.

Public Comment: Mr. Gallup read the provisions of the Montana Open Meeting Law under Section 2-3-103, MCA and Browning School Policy #1441 for Public Participation at Board Meetings. Terry Tatsey stated that the Tribal Business Council is in the process of selecting committees and will have an Education Committee. The structure will include 3-5 councilmen; with quorum of 3, and it can be open to the public.

ITEMS OF ACTION

Hiring: Motion by Ms. YellowOwl to approve hiring Lea Whitford, Social Studies Teacher-BHS (\$54,721.00). Second by Mr. Evans. No public participation. *Board discussion:* Mr. Edwards stated that Ms. Whitford has been out of teaching for a long time and asked if she start has a first-year teacher. Emmie Bird stated that she has credit for a masters and beyond 10 years and recommended that the board give her credit for 5 years. No further discussion. Motion passed 5-0 with Brian Gallup, Donna YellowOwl, Rae TallWhiteMan, Jess Edwards, James Evans voting for.

Motion by Mr. Evans to approve hiring Ygnatio Laforge, Cross Country Coach-BHS 2018-2019 (\$3,096.00). Second by Mr. Gallup. *Public participation/Board discussion:* Ms. Yellow Owl stated that she has concerns that the policy was not followed with who should be on the committee and stated that the supervisor was not on there. Tony Wagner explained that he removed himself due to issues in the past. He met with the Director of HR and she agreed that it was for a good cause. Mr. Wagner stated that he tried to get Mr. Salois, HS Principal, but he was not available and he asked a head coach to interview because the head coaches are administrators and have a lot of background in coaching, including this sport itself and in assisting the kids in sports. Ms. YellowOwl stated that one of the applicants applied 5/22/18 and others applied a month later and if we were in a time crunch, they why not have interviewed earlier...in May. Mr. Gallup stated that the request for a special meeting was to hire Ms. Whitford and Mr. Wagner asked to bring the coaches forward and give an explanation to the board. Ms. TallWhiteMan asked if there was a time crunch to hire Ms. Whitford and stated that she had a concern from the public that we only had this meeting because of Ms. Whitford's relation to the Superintendent. Mr. Gallup stated the board could have waited to hire Ms. Whitford at the end of the month but sometimes they take a job somewhere else instead of waiting. Mr. Edwards stated that last year they waited to hire a teacher and stated that they need to be fair across the board. Mr. Gallup noted that there are approximately 12 positions to fill and only 3 meetings left to do this. Superintendent Hall stated that the past administration was allowed to hire new teachers pending background checks. Mr. Edwards stated that the board will look at this when it happens. Ms. TallWhiteMan stated her concern of being fair and stated that Mr. Wagner works closely with the individuals interviewing; the board has heard concern from the applicants and the board. Ms. TallWhiteMan stated that the interview process needs to be in accordance with policy. Ms. Bird noted that there is an exception in policy when there is reduced staff to interview during the summer months and noted that there is not always an administrator available. Ms. Bird stated that she did get a legal opinion from MTSBA and in this instance the procedure was met with the head coach being the administrator. Ms. YellowOwl stated that the board sees it differently and noted that interpretation of board policy comes from the board and today the interpretation of this policy will come from the board. Mr. Gallup called for a vote. Superintendent Hall asked to table and interview the candidates and bring back. Board agreed that they wanted the interview process to be done according to policy. Ms. TallWhiteMan stated that the board requested a new interview because it was done wrong. Ms. YellowOwl stated that the point Ms. TallWhiteMan is making is to be fair and follow policy because it was not done; the students, the staff have to follow policy. Ms. TallWhiteMan stated that she doesn't believe the head coach is an administrator. Ms. YellowOwl motioned to table hiring Ygnation

LaForge, Head Cross Country Coach 2018-2019. The original motion and second were removed by Mr. Gallup and Mr. Evans. Second by Mr. Edwards. Mr. Wagner asked if a legal opinion from the school lawyer was not justifiable in stating that a head coach is an administrator. Superintendent Hall stated that it is an opinion by the lawyer, not the school board. Ms. Bird was asked if the legal opinion is in writing. Ms. Bird stated no. Mr. Edwards stated that if a legal opinion is not in writing, it should not be brought to the table unless it is in black and white. No further discussion. Motion passed 5-0 to table Ignation LaForge, Cross Country Head Coach, with Brian Gallup, Donna YellowOwl, Rae TallWhiteMan, Jess Edwards, James Evans voting for.

Motion by Mr. Evans to approve hiring Melody Small, Fall Head Cheerleading Coach-BHS 2018-2019 (\$3,096.00). Second by Ms. YellowOwl. No public participation. No board discussion. Motion passed 5-0 with Brian Gallup, Donna YellowOwl, Rae TallWhiteMan, Jess Edwards, James Evans voting for.

Motion by Ms. YellowOwl to adjourn at 12:28 p.m. Second by Mr. Evans. Motion passed.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Brian Gallup, Board Chairperson

_____ Stacy Edwards, District Clerk