

Regular Board Minutes (Draft)
Tuesday, May 8, 2018 @ 5:00 p.m.
Administration Conference Room

Present: Wendy Bremner-Chair, Steve Conway, Brian Gallup, James Running Fisher, Velden Calica (via telephone 5:55 p.m.), James Evans, Kristy Bullshoe (5:05 p.m.). **Absent:** Jess Edwards.

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

Approval of Minutes: Motion by Mr. Evans to approve the Regular Board Minutes of 4/25/18 with no changes. Second by Mr. Conway. Motion passed.

Approval of Agenda: Motion by Mr. Evans to approve the agenda with the following changes: remove Betty Edmo, Victoria Kiesel, and Chanel Bird from hiring. Second by Mr. Running Fisher. Motion passed.

Ms. Bullshoe entered the meeting at 5:05 p.m.

Staff Recognition: Jennifer Wagner recognized Mary Belcourt and Sandra & Jay Gilham. Ms. Belcourt is a Special Education Resource Teacher at Browning Elementary being recognized for going above and beyond for the students and staff and for being a great role model and mentor for new staff. Mr. & Mrs. Gilham were recognized for supporting student education and for working closely with the principal.

Tonia Tatsey commended the "Meet & Greet" staff from KW Vina for making parents and students feel safe: Bonnie Roberts, Julene Rattler, Malana Grant, DeeAnn Ingraham, Kori Walters, Jaycee Marceau, Carolyn Zuback, Ashley Burd, Everett Armstrong, Lynnel Bullshoe, Sydney St. Goddard, Sheldon Marceau, and Donald Comes At Night. Chris Edwards and Nelson Running Crane were recognized for always being available and helping with staff and wellness; both go above and beyond.

Public Comment: Ms. Bremner read provisions of Montana Law MCA 2-1-203 and policy #1441. Raymond Zentz spoke with the board about the music program and noted that the students start learning skills at lower ages and there is nothing for music at the lower level; students have 1 choir class every 7 school days. By the time the students get to junior high they are no longer interested in music and they have no skill base by the time they get to high school. Mr. Zentz suggested that based on modern research and what music does for brain development the school offer a more comprehensive music program 2-3 days per week and stated that the school will see higher test scores. Ms. Bremner asked that this issue be put on the next agenda for discussion.

Amanda Flamond stated that softball is a sport of the high school, and the facilities are in need of a parking area, dugouts, seating and concession stand. Ms. Flamond asked about the trailer that was purchased for school concessions. Ms. Bremner asked that Ms. Flamond follow up with Tony Wagner and Superintendent Hall. Superintendent Hall stated that there will be a request on the May 30 agenda for a sports complex which includes plans for a softball field, track, football, soccer, outdoor volleyball, rodeo, etc. Mr. Running Fisher stated that he will bring in equipment to grade a parking lot and a road for the softball field.

ITEMS OF INFORMATION

Building Reports: Ms. Bremner acknowledged following building reports: KW Vina Elementary- Tonia Tatsey; Browning Elementary - Jennifer Wagner; Napi Elementary - Sicily Bird; Browning Middle School - Dennis Juneau; Browning High School - John Salois; Babb Elementary - Kari McKay; Big Sky and Glendale Colony - Natasha Siliezar; Alternative Education - Matthew Johnson; Activities Department - Tony Wagner; Special Education - Jill Mattingly; Childcare Program - Carrie Hirst; Good Medicine Program - Kimberly Tatsey-McKay; Native American Studies-Blackfeet Language - Robert Hall. *No discussion.*

Superintendent's Report

Drivers Education Program: Superintendent Hall asked the board members about having a driver's education class and stated that the district can apply now through OPI to start a course for the next school year. The teacher is required to be certified. Mr. Conway asked for the cost of the program, including the teacher and a car.

Request from Community Health Nurses on Prevention Program: CHR's have asked the district to put condoms in the nurses' offices. Superintendent Hall stated that the district has implemented curriculum for prevention of pregnancy and stds and the new program teaches abstinence. The class is an opt out class. The Board Members agreed by consensus to allow condoms as a hand out in the schools.

Tony Wagner stated that on May 15, during the day, is an all band choir and Native American singers at the high school gym for BMS and BHS. Mr. Wagner is working with Dr. Zentz and Ms. Matt.

Jennifer Wagner stated that BES will have a music program where the 3rd grade will play recorders. If a student cannot purchase a recorder the school will. BES will plan to do a mini concert for the kids and start a singing club.

Update on Future Construction/Bond Election: Dan and Bridget from Whitney & Dorsey will be in Browning to discuss the bond election for construction and sports complex at the May 30 board meeting.

Review Staff Transfer/Vacancy Policies #2130, #5210, #5213

Board Policy #2130: Mr. Evans stated that he wants the policy to be changed to give the superintendent/board authority to transfer. Mr. Evans noted that it is not to take power away from the superintendent but the board gets blamed for transferring staff and he felt that the board should have a vote. Mr. Gallup stated that the policy which states that transfers will be given to the board at the meeting prior to the transfer and that is when discussion should happen. Superintendent Hall stated that she does have to talk to the employee before bringing the name to the board for a transfer, then the official transfer is made after the board meeting. This policy is for administrative staff only. Mr. Conway disagreed with changing the policy and felt that changing his policy would open the door for problems; everyone will call the board for transfers. Mr. Conway also felt that the board pays the administrator a deal with transfers. Mr. Conway stated that the board should not micromanage. If a staff person does not want to transfer, there is a grievance procedure to follow. Mr. Running Fisher agreed and stated that the board should trust their administrator and principals. Mr. Evans stated that he did not realize the board could discuss the reason for a transfer on the list. Ms. Bremner agreed with Mr. Evans and stated that there is no reason for the transfers that are listed and the board just wants to be better informed on reasons for the transfer. Emmie Bird stated that some staff generate the transfers themselves. Ms. Bremner asked if the person is not listed on the agenda can the board discuss that person. Debra Silk stated that referencing a person in the meeting is not illegal, the issue is the right of privacy. If the board wants to engage in discussion about performance then privacy kicks in, close meeting, they have the right to waive their privacy, follow procedures.

Board Policy #5210: This policy covers classified staff. The name of the person has to be brought to the board after the transfer is made.

Board Policy #5213: if a position is available, transfers are made until all transfers are complete then the available position is advertised. Superintendent stated that she has discussed this procedure with both negotiating teams. Mr. Conway stated that in policy, if position is being removed, it needs to come to the board and if a position needs to be created it comes to the board. Ms. Bremner asked if the current collective bargaining agreement requires the District to advertise in house 7 days. Ms. Guardipee stated that if a position is filled by transfer, it does not need to be advertised until there is a vacant position. Ray Zentz stated that when school is out, the position does not need to be advertised due to constraints.

Staff Transfer List: Superintendent Hall noted that the Immersion teacher position is an existing position that is being changed to an Immersion teacher.

Resignations: The following resignations were accepted by the superintendent: Christine Hansen, Special Education Teacher-BES Effective 6-2-2018; Journey Herbeck, Science Teacher-BHS Effective 6-2-2018; Laura Lyons, Science Teacher-BMS Effective 6-2-2018; Mary Stone, Speech/Language Pathologist-Special Services Effective 6-2-2018; Tana Steiner, Art Teacher-BMS Effective 6-2-2018.

Velden Calica via telephone at 5:55 p.m.

ITEMS OF ACTION

Hiring: Motion by Mr. Evans to approve the following hiring pending successful background check/drug test: Benjamin Brewster, Softball Coach, Napi 2017-2018 (\$430.00); Kendra Big Knife, Track Coach-Napi Elementary 2017-2018 (\$430.00); Genevieve Wilson, Track Coach-Napi 2017-2018 (\$430.00); Shelly Flamand, Babb Track Coach 2017-2018 (\$430.00); Certified Contract Renewal-Kylie Black, Browning Middle School 2018-2019; Certified Contract Renewal-Laura Hall, Browning Middle School 2018-2019; Certified Contract Renewal-Patrick Black Weasel, Browning Middle School 2018- 2019; Certified Contract Renewal-Natasha Siliezar, Glendale-Big Sky Colony Principal 2018-2019 and Certified Contract Renewal-Jessica Racine, Napi Elementary Principal, 2018-2019. Second by Mr. Conway. *Public participation/Board discussion:* Ramona Blackman, grandmother of Napi Elementary student asked the board to oppose reconsider the Napi Vice Principal and stated that her grandchild was mishandled and humiliated by her. Mr. Evans asked if the issue came before the superintendent. It was noted that the issue was handled at the building level. No further discussion. Motion passed 6-1 with Mr. Gallup, Ms. Bremner, Mr. Evans, Ms. Bullshoe, Mr. Calica, Mr. Conway voting for and Mr. Running Fisher opposed.

Motion by Mr. Gallup to approve the following hiring pending successful background check/drug test: Daniel Connelly, BHS Head Boys Basketball Coach 2018-2019 (\$3,509.00); Raymond Augare, BHS Head Girls Basketball Coach 2018-2019 (\$4,816.00); Edith Wagner, BHS Head Speech, Debate & Drama Coach 2018-2019 (\$3,220.00); Certified Contract Renewal-Stanley Whiteman, Browning High School 2018-2019 and Certified Contract Renewal-John Salois, Browning High School Principal, 2018- 2019. Second by Mr. Conway. No public participation. No board discussion. Motion passed 6-1 with Mr. Gallup, Ms. Bremner, Mr. Evans, Ms. Bullshoe, Mr. Calica, Mr. Conway voting for and Mr. Running Fisher opposed.

Motion by Mr. Gallup to approve the following hiring pending successful background check: Certified Contract Renewal-Patrick Hagen, Browning Middle School 2018-2019 and Certified Contract Renewal-Jill Mattingly, Special Education Director, 2018-2019. Second by Mr. Evans. No public participation. No board discussion. Motion passed with Mr. Gallup, Ms. Bremner, Mr. Evans, Ms. Bullshoe, Mr. Calica, Mr. Conway and Mr. Running Fisher voting for.

Contract Service Agreements: Motion by Mr. Evans to approve A.W.A.R.E. Consulting-Classroom Behavior Management 2018-2019 (\$38,890.50) and Alida Wright, Speech-Language Pathologist 2018-2019 (\$43,200.00). Second by Mr. Gallup. No public participation. *Board discussion:* Superintendent Hall noted that A.W.A.R.E. is a consultant that works with the Personal Care Attendants and special needs students and this year they will work with the regular education students. Motion passed with Mr. Gallup, Ms. Bremner, Mr. Evans, Ms. Bullshoe, Mr. Calica, Mr. Conway and Mr. Running Fisher voting for.

Out of State Travel: Motion by Mr. Evans to approve out of state travel for Sicily Bird, SDE National Conference in Las Vegas, NV. (\$2,367.00) and Racquel LittlePlume, Angela Heavy Runner, Andrea Evans, JoAnn Powell, AVID Institute in Orlando, FL (\$3,577.22 ea). Second by Mr. Conway. No public participation. *Board discussion:* Ms. Bremner asked how AVID is working in the middle school. Dennis Juneau stated that it provides a foundation and is the backbone for the writing and academic skills. Motion passed with Mr. Gallup, Ms. Bremner, Mr. Evans, Ms. Bullshoe, Mr. Calica, Mr. Conway and Mr. Running Fisher voting for.

Motion by Mr. Evans to approve out of state travel for Corrina Guardipee-Hall, 2018 AVID Institute in Orlando, Florida (\$3,577.22 ea) and Brian Gallup-NAFIS 2017 Summer Directors Meeting in Boston, MA (\$279.91). Second by Mr. Running Fisher. No public participation. No board discussion. Motion passed with Mr. Gallup, Ms. Bremner, Mr. Evans, Ms. Bullshoe, Mr. Calica, Mr. Conway and Mr. Running Fisher voting for.

In State Travel: Motion by Mr. Evans to approve in state travel for Jill Mattingly, WM-CSPD 2018 Summer Institute in Polson, MT (\$570.21). Second by Mr. Gallup. No public participation. *Board discussion:* Ms. Bullshoe asked if Jill Mattingly is the only person who travels for special education. Jeri Matt stated that the board is only required to approve the administrators travel and the board does not see names of other staff that may be traveling. Superintendent Hall will have the other names on future travel. Motion passed with Mr. Gallup, Ms. Bremner, Mr. Evans, Ms. Bullshoe, Mr. Calica, Mr. Conway and Mr. Running Fisher voting for.

Approvals: Motion by Mr. Evans to approve the following items: Modify 2018-2019 Superintendent Contract; Montana Medicaid Contract 2018-2019; District Claims Check #417856 - #417960 (\$221,602.70); Student Activities Claims Check #703275 - #703285 (\$22,708.58), Cancelled Checks #703261-#703265 and Additional Pays/Payroll. Second by Mr. Gallup. No public participation. No board discussion. Motion passed with Mr. Gallup, Ms. Bremner, Mr. Evans, Ms. Bullshoe, Mr. Gallup, Ms. Bremner, Mr. Evans, Ms. Bullshoe, Mr. Calica, Mr. Conway and Mr. Running Fisher, Mr. Conway and Mr. Running Fisher voting for.

Personnel

Nonrenewal: Motion by Mr. Evans to Nonrenew Heather Buchanan for the 2018-2019 school year. Second by Mr. Conway. No public participation. No board discussion. Motion passed with Mr. Gallup, Ms. Bremner, Mr. Evans, Ms. Bullshoe, Mr. Calica, Mr. Conway voting for and Mr. Running Fisher voting opposed.

Ray Zents asked for Ms. Buchanan to speak to the board. Ms. Bremner stated that the time has passed for public to make a statement. Ms. Buchanan stated that she had been trying to the board's attention so that she could talk to them and handout a letter. Ms. Bremner reiterated that public comment time was over.

Mr. Calica left the meeting via phone at 6:08 p.m.

Disciplinary Issue: At 6:26 p.m. Board Chair Wendy Bremner made a determination that the individual privacy rights clearly outweighed the public's right to know with regard to the disciplinary issue relating to Dan Belcourt. As such the Board convened in a closed session. After reconvening in open session, James Evans made a motion to support the recommendation of the Superintendent to terminate Mr. Belcourt's employment. Kristy Bullshoe seconded the motion. Hearing no further input, the following board members voted unanimously to support the recommendation of the Superintendent to terminate Mr. Belcourt's employment; Brian Gallup, Wendy Bremner, James Evans, Kristy Bullshoe, Steve Conway and James Running Fisher.

8:30 p.m.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Wendy Bremner, Board Chairperson

_____ Stacy Edwards, District Clerk