

Special Board Minutes (draft)

Monday, June 29, 2020 @ 12:00 p.m.

Administration Conference Room

Present: Donna Yellow Owl-Chair, Teleconference: Wendy Bremner, Brenda Croff, James Evans, Brian Gallup, Mistee RidesAtTheDoor, Kristy Bullshoe, Rae TallWhiteman.

Ms. Yellow Owl called the meeting to order at 12:03 p.m.

Approval of Agenda: Motion by Mr. Evans to approve the agenda with no changes. Second by Ms. Croff. Motion passed.

ITEMS OF DISCUSSION / ACTION

Motion by Mr. Gallup to approve Discussion/Action Paying Wages, Leave and Bonus for Essential Employees Only. Second by Ms. TallWhiteman. No public participations. *Board discussion:* Ms. Yellow Owl stated that the tribe took-action to place the reservation on mandatory 14-day stay at home order. The district has 12-month employees still working at this time and needs to identify those who are essential; the district still needs to be operational in certain areas. Essential workers include: Food Service, Transportation, Custodial, Maintenance, Security, Superintendent, Sup't/Board Secretary, Finance Director and staff as needed (at Ms. Edwards discretion), HR Director and staff as needed (at Mr. Salois discretion), Assistant Superintendent, Technology Director, Student Activities Director. Superintendent Hall stated that there is one (1) secretary at each school building (head secretary), two at WBHA, Babb custodian and cook and 12 directors which totals 81. Board members felt that all secretaries do not need to be in their buildings for the next 2-weeks. Superintendent Hall suggested 1) COVID option where essential workers work and if they cannot come in, they take leave under the COVID Act, and it is not counted against their leave if they have to stay at home for childcare; and, pay 2/3 of their wage, or 2) the bonus did work but it is hard to do and has to be done ahead of time. The district wants to feed the kids and if someone is worried about health they do not need to come in. Ms. Yellow Owl agreed and stated that this is an emergency and the district should not cause any more hardship or hold against anyone who feels they should not be at work. Ms. TallWhiteman agreed and felt that the district should do the bonus and give staff access to Black Mountain or Infinite Campus to work at home. Everyone should do what they have to do to be safe. Ms. RidesAtTheDoor stated that no one knows if they have been compromised and the tests do not show for hours and asked how they are to know if someone has been exposed. Ms. Yellow Owl stated that everyone is on an honor system; you cannot make people take the test, only hope that they would step-up and protect others as well as themselves. Superintendent Hall stated that this will be an expectation and they need to stay home if compromised or sick. Mr. Gallup stated that the district cannot mandatory test but we can make staff take a temperature test. Superintendent Hall stated that they will be expected to stay at home and not work. Board agreed 260-day employees working will be paid their wages including the bonus; temporary workers will continue to work and essential workers will have to do other duties as assigned. Ms. Bremner asked that the motion include 260-day employees to receive full wages and a bonus. Staff will continue to work 10-hour days, or as needed, with Fridays off except bus drivers that will deliver on Fridays. Ms. Bremner stated that even the Tribe's essential workers can't just stay home for any reason and felt the same should apply to the district essential workers; all should have a valid reason to stay home and not just be able to refuse to come in, if they are essential they work. Board majority felt that no one should be required to work 40 hours right now, just get their job done, and if necessary do what they can at home. Ms. Bremner stated that the reservation is closed until July 31 and suggested the same for the school district. Majority of board felt that the decision should be for 2-weeks then decide what they should do. The district will follow the same protocol as before with 260-day employees receiving full wages and a bonus if they are at work; Superintendent will determine who is essential for 2-weeks only. Motion passed 8-0 with Donna Yellow Owl-Chair, Wendy Bremner, Brenda Croff, James Evans, Brian Gallup, Mistee RidesAtTheDoor, Kristy Bullshoe, Rae TallWhiteman voting for.

Motion by Ms. Bremner to approve Wendy Mistee Deliveries for Breakfast, Lunch, and Dinner Programs by bus. Second by Ms. RidesAtTheDoor. *Public participation/Board discussion:* Ms. Yellow Owl stated that food service and transportation staff are essential workers and required to work. Lynne Keenan stated that they have two buses (north/south of highway). Breakfast is picked-up at 8:15 a.m. and finished in 2-hours; lunch is 11:00 a.m. for 1½

hours (cooks are done at 12:00 and it takes drivers 1-2 hours to deliver food); dinner is at 12:30 until 7:30 p.m. Teri DeRoche stated that drivers still have time to deep clean when finished with dinner. Food Service serves 750 breakfasts; 1300 lunches and 600 suppers. Mr. Salois stated that people need to be asked to wear masks and to social distance. Superintendent Hall stated that she will send out notice that you cannot give out the meals if they are not wearing masks. Ms. Yellow Owl stated that it is a Tribal order that the masks are to be worn in public and at work reservation wide and asked that the district advertise to support that action by asking people to please wear a mask when getting their meals (Ms. Yellow Owl will get the exert from the tribe). Ms. Keenan stated that she will have two cooks preparing meals in four different buildings for safety and she will work on the safety issues with Ms. DeRoche. Motion passed 8-0 with Donna Yellow Owl-Chair, Wendy Bremner, Brenda Croff, James Evans, Brian Gallup, Mistee RidesAtTheDoor, Kristy Bullshoe, Rae TallWhiteman voting for.

Motion by Ms. TallWhiteman that all Staff Wear Masks While at Work. Second by Ms. Bullshoe. No public participation. *Board discussion:* Ms. Yellow Owl stated that this is in the Tribal exert to wear masks in public and the board should support this for everyone working. Superintendent Hall stated that she did send that directive to staff and she will follow-up, and stated that there will be disciplinary action if not wearing masks. Ms. Yellow Owl stated that the tribe received thousands of masks and they gave 500 masks to the school for youth programs and they can be utilized by employees; the tribe can use the Cares Act money to purchase more from the tribe, Eileen Henderson. If the masks are available, there is no reason not to wear them. Motion passed 8-0 with Donna Yellow Owl-Chair, Wendy Bremner, Brenda Croff, James Evans, Brian Gallup, Mistee RidesAtTheDoor, Kristy Bullshoe, Rae TallWhiteman voting for.

Motion by Mr. Evans On Shutting Down Youth Activities and Access to All School Facilities. Mr. Evans suggested to include during mandatory shutdown and Stay at Home requirements. Second by Ms. Bremner. No public participation. *Board discussion:* Superintendent Hall stated that the Tribe had approved youth activities but with the mandated shut down the district will need to go into full closure for all activities. Ms. RidesAtTheDoor asked if the approve plan for shut down is a plan that was provided for everyone. Superintendent Hall stated that Matthew Johnson, Dan Connelly, and Everett Armstrong has protocol for kids to do activities at home; they are ordering supplies for the kids; the information will be sent out via email to the board. They are also sending out messages to kids to abide by the tribal shut down. Ms. Bremner asked that the board see the preliminary plan and also suggested that the summer workers be utilized to do youtube activities for the kids with cultural activities included. All should be virtual and none of these should be made on school property. Ms. Yellow Owl stated that kids are mandated to be home and they will need staff to put this together for them. Ms. Croff stated that for 14-days, limit everything and after the 14-days, the board and administration can talk further about this. Motion passed 8-0 with Donna Yellow Owl-Chair, Wendy Bremner, Brenda Croff, James Evans, Brian Gallup, Mistee RidesAtTheDoor, Kristy Bullshoe, Rae TallWhiteman voting for.

Motion by Mr. Evans that All Meetings Being Virtual Until Further Notice. Second by Ms. Bremner. No public participation. *Board discussion:* Ms. Yellow Owl asked that everyone be made aware that all meetings are virtual. Motion passed 8-0 with Donna Yellow Owl-Chair, Wendy Bremner, Brenda Croff, James Evans, Brian Gallup, Mistee RidesAtTheDoor, Kristy Bullshoe, Rae TallWhiteman voting for.

Motion by Ms. Bullshoe to adjourn at 12:46 p.m. Second by Ms. RidesAtTheDoor. Motion passed.

Respectfully submitted:

_____Carlene Adamson, Board Secretary

_____Donna Yellow Owl, Board Chairperson

_____Stacy Edwards, District Clerk