

Regular Board Minutes (Draft)
Tuesday, February 11, 2020 @ 5:00 p.m.
Administration Conference Room

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

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

Approval of Board Minutes: Motion by Mr. Evans to approve the Regular Board Minutes of 1/29/20 with no changes. Second by Ms. Bullshoe. All in favor/Motion passed.

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

Public Comment: There was no public comment.

ITEMS OF DISCUSSION

Building Reports: KW Vina Building, Browning Elementary, Napi Elementary, Browning Middle School, Browning High School, Babb Elementary Board, Big Sky & Glendale, Special Education, Alternative School.
Discussion: Jennifer Wagner reported that 34 out of 168 students may not graduate; 139 diplomas have been ordered. All graduation plans have been reviewed; students are using the night school credit recovery to bring grades up. Spookinapi program staff is providing training on safety and going into advisory classes. Awards day was successful and had help from student counsel; the Good Deed Award for football team came from a nationwide organization, the American Auxiliary, saw on media where the football team took care of elders during bad weather; GBB team was recognized for supporting teammates and serving at E. OldPerson dedication; BPS wrestlers received recognition from Ronan; GBB and BBB were recognized by Village Restaurant for being well mannered and polite. BHS will only need to do ISIP for grades 9&10 (major growth in both grades), grade 11 ACT, and portfolios and graduation grade 12. Star Math scores had huge movement. Prom has been moved to April 17 which is on a Friday (there will be no school at BHS that day). Ms. Wagner working with Julie Hayes on bridging gap between HS staff and having positive working relationships. Senior is working on speaker for graduation; want a local person; senior class held pot luck. Wendy Bremner had a forum at HS. Have staff and students doing flag song daily and a praise yell in the mornings (have good mix of kids coming to sing). Billie Jo Juneau was commended for helping with BHS writing assessment. The Academy was selected by Harvard for national conservation award; there were 12,000 submissions/only one was chosen. No further discussion.

Superintendent's Report

Transfer of Knowledge 2020 Project-BHS: Ty Show reported that Superintendent Hall is supporting inclusion of a BHS cohort, along with IRB approval, for the Transfer of Knowledge. Mr. Show noted that the middle school cohort did not have an expiration date and he has received support from the BMS Principal to continue as well as a letter of support from high school principal, Jennifer Wagner. NASA is funding both projects.

Trauma Informed-School Climate Team: Superintendent Hall noted that the strategic plan is to have a trauma informed team and has trained all administrators and they will train all staff. The

Schedule Date for 504 Training for Board of Trustees: Board members agreed by consensus to have the 504 Training for the school board a half hour before the next board meeting (2/26/20) at 4:30 p.m.

Change Job Description for Director of Curriculum and Instruction Position: Superintendent Hall stated that board policy #5210 allows the superintendent to change job descriptions and titles and stated that she is bringing forward the position of Director of Curriculum and Instruction with changed job description. Superintendent Hall stated that she is assigning Billie Jo Juneau Director of Curriculum and reassigning a portion of her current

position to the Human Resources Department and the Director of Instruction portion will include Assistant Superintendent. It is not known, at this time, if the position will be an in house or out of district hire and will not be hired until March or April; the financial impact will be close to amount the Director of Curriculum was making. Mr. Gallup stated that the position might or might not cost as much but in his opinion this is a new position and possibly both are totally new positions. Superintendent Hall stated that she is separating the old position and adding new job descriptions and titles. Mr. Gallup stated that Assistant Superintendent is a big title and it is creating an Assistant Superintendent position. Ms. Bremner stated that the superintendent is the instructional leader of the district and the Assistant Superintendent will be Director of Instruction with Ms. Juneau as Director of Curriculum and Assessment and felt that the district is creating too many chiefs. Ms. Bremner asked why the district would need an Assistant Superintendent/Director of Instruction. Superintendent Hall stated that the two will work together to help coordinate the duties. Ms. Juneau will do curriculum and alignment and with Indian Education and Assessment. The instructional piece will work directly with the instructional coaches and curriculum will work with the committees with the Superintendent making sure the alignment and rotations are working. Some of Ms. Juneau's other duties will revert to Human Resource, i.e. Title IX and investigations, and Superintendent, and Assistant Superintendent. The Assistant Superintendent/Director of Instruction will be advertised; the hiring is advertised, interviewed and recommendation to the school board; the board can be a part of the interview. Superintendent Hall stated that this person will have to have a superintendent endorsement or have the ability to obtain it. Ms. Bremner stated that another person could look in depth at statistics in Immersion, PreK program and FIT program and how each is impacting the district. The numbers will be beneficial to take to Congress for future projections. Ms. Bremner stated that she hopes that the Assistant Superintendent/Director of Instruction has a background in the things that are included in the strategic planning, and is up to date on trauma and Blackfeet culture and also stated that a lot of our own people have that kind of background. Ms. Yellow Owl agreed stating that they could emphasize more in those areas. Superintendent Hall asked to have those ideas sent to her. Ms. Bremner stated that the district has grown a lot in some of these areas and those individuals should be rewarded for going out and getting the trainings. Mr. Gallup agreed that the district should advertise in house first. Superintendent Hall stated that she planned to do in house and out at the same time and noted that she will include the areas noted in the job description.

Review of 5000 Series Policies: Board members reviewed the following policies: 5012 Sexual Harassment-Discrimination; 5015 Bullying-Harassment-Intimidation; 5110 Drug Free Workplace; 5120 Recruitment and Selection; 5120R Letter of Intent; HR Status Update and 2019-2020 Coaching Update. Superintendent Hall asked the Board to remove Policy #5090, and use 5012 as recommended by MTSBA. Ms. Bremner stated that the committees that work with school climate should have input on policy 5015. Billie Jo Juneau stated that this policy is standard. Superintendent Hall stated that policy 5120, line 40 second page, has been changed with wording the same as the old policy. Ms. Bremner suggested to change consanguinity and affinity to say "through marriage to the 4th degree". No further discussion.

HR Status Update: No discussion.

2019-2020 Coaching Update: Superintendent Hall stated that Everett Armstrong will be bringing back fall sports soon and some will need to be advertised as relation to board members, i.e. Assistant Track Coaches. Mr. Evans asked to recognize, Casey McDonald, Head Wrestling Coach for team taking 2nd place divisional plaque; all our wrestlers are going to state. The pep rally is Wednesday at 2 p.m. at the high school. Ms. Bremner asked that coaches be hired now so that they can prepare for the season. Superintendent Hall stated that she did discuss this with Everett Armstrong this week.

Resignations: The following resignations were accepted by the Superintendent: Clarence Comes At Night Jr., Custodian-BHS Effective 1-22-2020; Elizabeth Coleman, Interim Athletic Coordinator-BMS Effective 1-24-2020; Raymond Croff, Assistant Track Coach-BHS Effective 1-24-2020 and Myrna Racine, Assistant Cook, High School, Effective: 2/4/2020.

ITEMS OF ACTION

Hiring (pending successful background check/drug test): Motion by Mr. Evans to approve the following hiring pending successful background check/drug tests: Michael Augare, Babb Elementary VB Coach 2019-2020 (\$430.00); Kim Bird Rattler, Volleyball Coach-Napi 2019-2020 (\$447.00) and Joshua Shooter, Wrestling Coach-BMS 2019-2020 (\$860.00). Second by Ms. Bremner. No public participation. No board discussion. Motion passed 5-0 with Donna Yellow Owl, Wendy Bremner, James Evans, Kristy Bullshoe, Brenda Croff voting for.

Motion by Mr. Evans to approve hiring Joseph Connelly, BHS Custodian pending successful background check/drug test. Second by Ms. Bullshoe. No public participation. No board discussion. Motion passed 5-0 with Donna Yellow Owl, Wendy Bremner, James Evans, Kristy Bullshoe, Brenda Croff voting for.

Contract Service Agreement (pending successful background check): Motion by Mr. Evans to approve a contract service agreement for Steven Gallineaux, Provide Interim Support Services as BMS Student Activities Coordinator 2019-2020 (\$2,000.00 not to exceed). Second by Ms. Bremner. No public participation. No board discussion. Motion passed 5-0 with Donna Yellow Owl, Wendy Bremner, James Evans, Kristy Bullshoe, Brenda Croff voting for.

Out of State Travel: Motion by Ms. Bremner to approve out of state travel for Marissa Krupa, Melanie Magee, Nathan Stone, 13 students, GEAR UP STEM in Portland, Corvallis and Eugene, Oregon (School Related Leave Only). Second by Mr. Evans. No public participation. No board discussion. Motion passed 5-0 with Donna Yellow Owl, Wendy Bremner, James Evans, Kristy Bullshoe, Brenda Croff voting for.

Motion by Ms. Bremner to approve out of state travel for Betty Loya, Jamie Bullcalf, Josh Shooter, Transporting Students with Disabilities & Special Needs in Frisco, Tx (\$1,949.36 ea). Second by Mr. Evans. No public participation. No board discussion. Motion passed 5-0 with Donna Yellow Owl, Wendy Bremner, James Evans, Kristy Bullshoe, Brenda Croff voting for.

In State Travel: Motion by Mr. Evans to approve in state travel for Arlene Wippert, Region II Comprehensive System of Personnel Development (\$386.15). Second by Ms. Bremner. No public participation. No board discussion. Motion passed 5-0 with Donna Yellow Owl, Wendy Bremner, James Evans, Kristy Bullshoe, Brenda Croff voting for.

Motion by Ms. Bremner to approve in state travel for Corrina Guardipee Hall, Montana Comprehensive Literacy State Development Program Grant Writing WS in Helena, MT (\$368.80). Second by Ms. Bullshoe. No public participation. No board discussion. Motion passed 5-0 with Donna Yellow Owl, Wendy Bremner, James Evans, Kristy Bullshoe, Brenda Croff voting for.

Approval: Motion by Mr. Gallup to approve the following: Amend Contract for Lester Johnson IV, BHS Math Teacher 2019-2020 (\$1,539.00); High School Credit; Early Graduation Request-Julian Begay and Extend Approved Transfer of Knowledge 2020 Project Resolution at BHS. Second by Mr. Evans. *Public participation/Board discussion:* Jennifer Wagner stated that the early graduation request for Julian Begay is for May 2020. Julian is a junior and has worked to double his classes so that he could graduate this school year; his parent/s and teachers all support the request (letters attached). Superintendent Hall asked the school board waive the timeframe in policy#4510 to allow the student to graduate. Motion passed 5-0 with Donna Yellow Owl, Wendy Bremner, James Evans, Kristy Bullshoe, Brenda Croff voting for.

Motion by Mr. Evans to approve the following: Additions to District Committee List 2019-2020 (\$922.00); Proposed Amendment to Certified Master Contract; Amend Board Policy: 5004 Qualifications of Certified Staff; 5009 Flexible Instruction, 5011 Eligibility for Employment; 5120 Recruitment & Selection; Mileage Increase to the Little Badger Route 9D; MSGIA Workman Comp Renewal for Platinum; Advertise Surplus Property; Trustee Resolution Calling for Election 2019-2020; Purchases Over \$10,000.00; District Claims Check #430063-#430196

(\$194,256.44); Student Activities Claims Check #704240 - 704275 (\$9,178.77) and Additional Pays/Payroll. Second by Ms. Bullshoe. *Public participation/Board discussion:* Superintendent Hall stated that the wording in the certified master contract states that a teacher can't move to a BA+10 or 20, or MA, or MA + 10 for being in master's program. In the master agreement the teacher is not able to go to the next lane. The administration did a meet and confer with the union and they agree to change the endorsement (agreement attached). Ms. Bremner asked when the next negotiations come up because she wants administration to hold onto some things to negotiate with. Superintendent Hall stated that negotiations start next year. Ms. Bremner stated that the district negotiated away their ability to have staff stay and work with kids after school. Superintendent Hall stated that she did bring this to the attention of the president of MEA/MFT board and has let her know that the administration would not look at a salary increase or insurance unless this is brought back into the agreement; they have been given a year advance notice. Mr. Gallup stated that the administration needs to be cautious of how many amendments they are making and also stated that this is a salary increase for advance credit. Superintendent stated that the teacher will have to let HR know in writing by April 1 and has to provide documentation. Ms. Evans stated that the route mileage increase is requested because parents are throwing trash in a person's driveway and the bus cannot park their place any longer and asked if this was happening last year. Teri DeRoche state that this did not happen last year and so it was not brought forward; in order for the Transportation Committee to approve this, Darryl Omsberg needs our board to approve it. Stacy Edwards stated that the MSGIA Workmens Compensation plan has two (2) options this year and recommends that the board choose the platinum plan. The district does utilize for: OSHA, in- district staff training, social media monitoring, asbestos, early return to work, pre-employment physicals. No further discussion. Motion passed 5-0 with Donna Yellow Owl, Wendy Bremner, James Evans, Kristy Bullshoe, Brenda Croff voting for.

Personnel Issues: None

Board convened to closed session for legal update at 6:15 p.m. and reconvened to open session at 6:28 p.m. with motion by Ms. Croff to adjourn. Second by Mr. Gallup. All in favor/Motion passed.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Donna Yellow Owl, Board Chairperson

_____ Stacy Edwards, District Clerk