

**Regular Board Minutes (Draft)**  
Wednesday, October 26, 2016 @ 5:00 p.m.  
Administration Conference Room

**Present:** Wendy Bremner-Chair, Steve Conway, Brenda Croff, James Running Fisher, Velden Calica, Kristy Bullshoe. **Absent:** Brian Gallup, James Evans.

Ms. Bremner called the meeting to order at 12:00 p.m.

Welcome by John Salois. Flag Song by Stan Whiteman and high school drum group.

**Parent Recognition:** Kari McKay, Assistant BHS Principal, recognized Brenda Guardipee, Charles Pree, Sr., and JoAnne Still Smoking for their outstanding support. Ms. McKay commended the parents for attending every school function and working hard to support the best interest of their children.

**BHS Student Recognition:** The Browning High School Student Council was recognized by Kari McKay, Assistant HS Principal, for being great leaders. These students were elected by their peers and they have been awesome working with the freshman students, supporting games and activities, working with the food pantry, and more: Elijah Webber, Kaitlyn Sharp, Ty Running Fisher, Brendan Galbreath, Courtney Kemmer, Harold Tailfeathers.

**BHS Staff Recognition:** Browning High School administration, John Salois and Kari McKay, commended the following staff for going above and beyond for all students for stepping up as volunteers to work after school with students, working with student attendance, concessions and afterschool activities and for supporting the high school administration in working with students and being a great role models: Travis Miller, JoAnne Grandstaff, Brenda Johnston, Melody Small, Cheryl Tailfeathers, Rae TallWhiteMan, Carl LittleDog.

**BHS Presentation:** Student Council members; Kaitlyn Sharp and Harold Tailfeathers, reported on the food pantry for high school students, donations, Cat/Griz game which is next month, student of the month, and the blood drive. To attend the Cat/Griz game each person is required to bring a food donation with the goal in mind to fight child hunger, student of the month will be chosen by staff, the blood drive this year will be facilitated by the student council.

Violet Sinclair presented first year base line data for BHS on 2016-2017 ISIP and Star Math for each grade level. The district is planning professional development for k-6 teachers to understand concepts; the focus is effective teacher delivery on instruction. Joe Jessepe works with Montana Educational Talent Search. The program was designed to get more Indian students into college and get their degree. Mr. Jessepe works with parent/grandparent/s on the Blackfeet Reservation, helps with student aid, college applications, housing, childcare, etc. Mr. Salois is working on a plan for next school year to have each counselor work at grade levels; the counselor will loop with their grade level each year to follow the students through senior year.

Recess at 1:08 p.m.

Mr. Conway reconvened the meeting at 5:00 p.m.

**Present:** Steve Conway-Acting Chair, Brenda Croff, James Running Fisher, Velden Calica, James Evans, Kristy Bullshoe. **Absent:** Wendy Bremner, Brian Gallup.

**Student Recognitions:** Jill Mattingly recognized students from Tracy Momberg's classroom for the awesome job they did on the SBAC test last year in math. Ms. Momberg's class had the highest score, and gains, in fourth grade last year. Ms. Momberg stated that BPS Kids have shown that they do have the ability to succeed in this area and they are 100% Native American.

Jennifer Wagner recognized Angie Pepion, Speech/Language Aide, VC and BES. Ms. Pepion serves over 30 students per week; she educates herself on most effective methods; she has a positive attitude; and does a lot of fundraising and always helps anyone in need of assistance.

### **ITEMS OF INFORMATION**

**Building Reports:** Mr. Conway acknowledged the following building reports: Child Nutrition-Lynne Keenan; Maintenance-Richard Sanchez; Transportation-Wayne Hall and Technology-Everett Holm. No public participation. Board discussion: Ms. Croff complimented the building for their newsletters about their buildings. Mr. Conway thanked maintenance for taking care of the situation at Babb so quickly. No further discussion.

### **Superintendent's Report**

**Policy Review #7130 Impact Aid Reserve Funds for Facilities:** Mr. Conway stated he asked to bring this policy forward. In 1990's the school board worked hard to get this policy through legislature so that the district could do bonding and build new buildings. The setaside fund is a savings policy that can be used specifically to build new buildings, playgrounds, etc. example: New high school, William Buffalo Hide, Babb School. Mr. Conway asked that the board protect this policy and use it only as policy allows. Mr. Conway also noted that the policy was established in

1999 for no less than 15 years and asked if the policy should be re-adopted for another 15 years. Mr. Rouse felt that since the policy was revised in 2013 that it should be effective for another 15 years starting on the revision date. Mr. Conway noted that the policy lists what the funds cannot be used for, i.e. maintenance, renovations, etc. Mr. Rouse stated that they re-purposed the William Buffalo Hide with those funds because they felt that the building needed repairs to house the students.

**2016-2017 Fall Student Count:** Stacy Edwards reviewed the 2016 fall student count summary for each school. Elementary has 1,497 students and the high school has 588 students which is 62 more students since spring. Ms. Edwards felt that the numbers were up due to the new 4 year old program, DeLaSalle, and East Glacier. Mr. Conway asked if there is a record or data saved from 4-5 years ago. Jercy Matt stated that there is a year to year enrollment summary report that shows numbers in prior years through high school. Ms. Matt stated that numbers may be different due to kids that are lost to other schools. Mr. Conway requested a comparison through from a few years back.

**2016-2017 Budget Update:** Stacy Edwards explained that this is a standard update on the budget from the beginning of the school year. Impact Aid report lists each program, discretionary budgets, and spending from July 1 through September which is in the red. The budgeted amount for elementary is 6,751,797 with anticipated revenue of 8,149,383; high school is 2,463,655 with anticipated revenue of \$2,942,360. Expenditures are listed in red and percentage spent in blue. No further discussion.

**Resignations:** The following resignations were accepted by Superintendent Rouse: a. Adrien Wagner, Head Speech & Drama Coach, High School, Effective 09/29/16; Darrel Bird, Custodian, High School, Effective 10/21/16; Edith Wagner, Assistant Speech & Drama Coach, High School, Effective 10/18/16 and Velvet Augare, Teacher, Napi Elementary, Effective 10/6/16. No discussion.

### **ITEMS OF ACTION**

**Hiring:** Motion by Ms. Croff to approve the following hiring pending successful background check/drug test: Audrey Gray, Teacher, KW Bergan-Vina Chattin 2016-2017 (\$48,061.00 pro-rated); Nathan Ziegler, Teacher, KW Bergan-Vina Chattin 2016-2017 (\$26,685.00 prorated); George Roach, Teacher, Napi Elementary 2016-2017 (\$37,010.00 pro-rated); Roberta Kipp, SFA Tutor-Browning Elementary 2016-2017 (\$21,238.00); Richard Hagberg, Science Teacher-BMS 2016-2017 (\$26,685.00 pro-rated); Raymond Zentz, BMS Chorus Director 2016-2017 (\$860.00). Second by Mr. Calica. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve the following hiring pending successful background check/drug test: Raymond Zents, BHS Chorus Director 2016-2017 (\$2,752.00); Edith Wagner, BHS Head Speech and Debate Coach 2016-2017 (\$3,096.00); Sally Abbott, Science Teacher, High School 2016-2017 (\$42,636.00 Pro-rated); Juliana Salois,

Teacher Assistant, Alternative Education. Second by Ms. Croff. No public participation. No board discussion. All in favor/Motion carried.

Motion by Ms. Bullshoe to approve the following hiring pending successful background check/drug test: Trevor Solis, Speech-Language Pathologist, District Wide 2016-2017 (\$30,047.00 pro-rated); Joshua Shooter, Bus Driver, Transportation; Marlo Goss, Shelby Gobert, Leroy Bearmedicine and Tamera Kelley-Emergency Medical Technicians for Athletic Events 2016-2017. Second by Ms. Croff. No public participation. *Board discussion:* Mr. Conway stated that he has never seen the EMT's on the agenda to be hired before. Jason Andreas stated that they will be paid \$12/hour every time that they are at an activity and noted that they should be hired by the school board each year. Mr. Evans asked if they can be fired if they do not show. Mr. Andreas stated yes. No further discussion. All in favor/motion carried.

**Contract Service Agreements:** Motion by Ms. Croff to approve the following contract service agreements pending successful background checks: Darcy Skunkcap-New Teacher Mentor-KW 2016-2017 (\$1,000.00); Elsie Ground-New Teacher Mentor 2016-2017 (\$1,000.00); Jimi Champ-New Teacher Mentor 2016-2017 (\$1,000.00); Lona Burns-New Teacher Mentor 2016-2017 (\$1,000.00); Sheri Stock-New Teacher Mentor 2016-2017 (\$1,000.00); Katie Boyce, 21st Century Certified Afterschool Tutor 2016-2017 (\$3,150.00); Genevieve Bragg-21st Century Tutor Supervisor 2016-2017 (\$3,150.00); Laura Hall, Youth Mental Health First Aid Training (\$100.00); Cheryl Lock, Olweus Bullying Prevention Curriculum Training (\$100.00) and Marsha Switzer, Olweus Bullying Prevention Curriculum Training (\$100.00). Second by Mr. Calica. No public participation. *Board discussion:* Mr. Evans asked who the new teacher mentors answer to. Jason Andreas stated that new faculty is assigned a mentor and they need to complete 60 hours of service and complete the year. Mr. Rouse noted that the mentors are certified staff that report directly to the building principal. No further discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve a contract service agreement for Kathy Broere, Youth Mental Health First Aid Facilitator (\$225.00). Second by Ms. Bullshoe. No public participation. No board discussion. All in favor/Motion carried.

**Out of State Travel:** Motion by Ms. Croff to approve out of state travel for Toni Tatsey-National Indian Impacted Schools Association (NIISA) in Las Vegas 2016-2017 (\$1,801.25); Lona Running Wolf, Indigenous Pax Good Behavior Games in Yakima, Washington (\$730.98) and Elsie Ground, Banff, Alberta Canada (School Related Leave Only). Second by Ms. Bullshoe. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve out of state travel for Nick Rink, NIEA Convention in Reno, Nevada (School Related Leave Only). Second by Ms. Croff. No public participation. No board discussion. All in favor/Motion carried.

**In State Travel:** Motion by Mr. Evans to approve the following in state travel for Jill Mattingly, Special Olympics State Basketball Tournament in Helena, MT (\$358.96); Kimberly Tatsey-McKay, Youth Mental Health 1st Aid Train the Trainers in Helena, Montana (\$643.88); Tony Wagner, Volleyball Divisional Tournament in Laurel, Montana (\$827.96); John Rouse-MQEC Meeting in Helena, MT (\$188.00) and John Rouse, Roundtable on Implementing the Every Student Succeeds Act (ESSA) in Missoula, MT (School Related Leave Only). Second by Mr. Calica. No public participation. No board discussion. All in favor/Motion carried.

**Approvals:** Motion by Ms. Croff to approve to Amend contract 2016-2017 for Carlene Salois/Rural Schools Counselor (\$10,442.00). Second by Mr. Evans. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve the following: Create New Position-Special Education Teacher Assistant/BHS (\$22,245.52); Glenn Castle-BHS Soar Club Sponsor 2016-2017 (\$258.00); Gustavo Garces-BHS Soar Club Sponsor 2016-2017 (\$258.00) and Tutt Construction, South Mezzanine Bleachers-BHS (\$79,700.00). Second by Ms. Croff. No public participation. *Board discussion:* Ms. Croff asked about the SpEd department with the

director still at the Napi part-time. Jill Mattingly stated that they are still interviewing for a SpEd preschool teacher; once the position is filled, SpEd will be fully staffed; Alida Wright will write IEPs for the high school. Mr. Conway asked about the law in regard to the number of TA's for SpEd students. Ms. Mattingly stated that it is a courtesy having a TA assigned for each special education teacher and she will completely review compliance hours and needs when she becomes the fulltime Special Services Director. Mr. Evans asked if the bleachers are the installed price. Mr. Rouse stated yes. No further discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve the following items: Create New Position-Special Education Teacher Assistant/BHS (\$22,245.52); Glenn Castle-BHS Soar Club Sponsor 2016-2017 (\$258.00); Gustavo Garces-BHS Soar Club Sponsor 2016-2017 (\$258.00) and Tutt Construction, South Mezzanine Bleachers-BHS (\$79,700.00). Second by Ms. Croff. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve the 2016-2017 Substitute Eligibility List. Second by Ms. Bullshoe, No public participation. No board discussion. All in favor/Motion carried.

Motion by Ms. Croff to approve 2016-2017 NAS Consultants List Additions with the change to remove Alphonse Bird from the list; it was noted that Mr. Old Person is approved for hire pending successful TB test. Second by Mr. Evans. No public Participation. No board discussion. All in favor/Motion carried.

Motion by Ms. Evans to approve Administrative Assistant Reclassification 10/26/16. Second by Ms. Croff. No public participation. *Board discussion:* Mr. Evans asked about the position reclassification. Jason Andreas stated that the position is available to provide data, federal reporting, management functions for secretaries during summer months and the administration is reclassifying the position to a professional technical position. Mr. Rouse stated that in the summer there is no principal and this person will work with the secretaries to obtain data; it is not a supervisor position. The change to professional technical moves this position from the union contract to become a professional technical position, and it is being reclassified because they are asking the position to manage people. No further discussion. All in favor/Motion carried.

Motion by Ms. Croff to approve the following items: Amend Policies: #3200R Student Conduct and Discipline; #3533R Fundraising; #5120 Hiring Selection; Revised Indian Policy & Procedures 2016-2017; MOU with Montana Job Corp Program 2016-2017; MOU with Crystal Creek Program 2016-2017; Ratify Classified Master Contract Agreement 2016-2018; Denning, Downey & Associates, Audit Contract for the 2015-2016 School Year (\$22,075.00); Swank Change Directive #9: Miscellaneous Summer Projects, BES Heating Upgrades, Vo-Ag Building (\$107,610.78); Purchases Over \$5,000; District Claims Check #413219 - #413337 (\$250,392.00); Student Activities Claims check #702460 - #702507 (\$13,958.74) and Additional Pays/Payroll. Second by Ms. Bullshoe. *Public participation/Board discussion:* Mr. Rouse noted that tobacco was taken out of the drug and alcohol consequences. Mr. Calica asked about the new statement in the policy where the student is suspended for the season from the sport. Tony Wagner stated that this is by consensus of the head coaches to go back to zero tolerance and have separate consequences for tobacco; the first time is suspension, the second time they are out for season. There are concerns on the drug and alcohol policy on suspension and the coaches want the student/s to be out for the season for drugs or alcohol. Mr. Wagner stated that they wanted this to be done at the administrative level but the law says it has to go to the board for a decision. Mr. Calica stated that zero tolerance has been proven ineffective, and will cause more defiant behavior and drug use; if the student loses motivation to be in sports it can lead down the wrong path. Mr. Calica wants to see student input on the policy. Mr. Conway stated that he asked for coaches input on this policy because he could not see a kid suspended for 45 days then put back on the team. Ms. Croff stated that she could not see the saying anything but zero tolerance for drugs and alcohol because it is such a problem. Mr. Calica agreed that it is a problem but stated that they need to find a solution. Ms. Croff stated that it can't be anything but zero tolerance because they are expected to not use or drink. Mr. Calica stated that the student council is working with the kids more. Mr. Conway stated that he believes in supporting and helping the kids but once the break rules for activities, they should be done that season. Mr. Calica felt that the kids need counseling and the school should be there to help in some way. Mr. Wagner stated that there is Insight class and the coaches want it across the board. Jerry Racine, Head Football Coach, stated that they have relationships with the kids, past and present, and know how they feel on these things. Mr. Racine asked the board to keep open minded even though drugs and alcohol are a problem in Browning, he felt that it is the coaches job

to influence kids to have a better life, follow a better path. Mr. Racine asked what drug testing is doing for the children and where is the research that shows drug testing is good. Mr. Racine stated that Browning is the only Class A School in Montana that drug tests; kids feel condemned over being tested. Mr. Running Fisher asked what other schools do when their athletes are drinking or drugging. Mr. Racine stated there is no tolerance; if the information is solid from the investigation, they are off the team and they try to help the kids get back on the right path. Mr. Rouse stated that we may be the only Class A School testing the kids but not the only school in Montana. Mr. Conway stated that it is not state law to drug test the kids but the school and community wanted to send a message to our students by drug testing. Mr. Conway felt that the community needs to be educated. Wayne Hall stated that drugs were being used on buses in the past it is up to everyone to support the policy. If the drug testing policy is lifted it will allow kids to use and that ruins things for kids not involved in drugs. Mr. Hall suggested removing the kids, educate them, and work with the parents, and recommended random drug testing. Mr. Evans suggested that coaches get teams together and talk to them about their feelings on that policy. Policy #5120 was brought by the board to be amended by adding school board to either screen or interview. Mr. Running Fisher stated that he felt the board should be included because of unfair hiring practices; the #1 rated candidate is not recommended for hire but #3 is. Mr. Running Fisher stated that he hears a lot about when a person is hired, and they fail, the board gets the blame and stated that he would like to be involved. Jercy Matt stated that screening is more technical in hiring teachers, maintenance, or bus drivers and stated that she would want a committee person to be aware of the requirements. Mr. Rouse noted that he is not in favor of changing this policy but changed it because that is what the board wanted. Mr. Conway stated that he is not in favor of community members sitting on interview committees; Mr. Running Fisher agreed. Mr. Rouse stated that if we put this in policy, then we cannot interview unless the board is sitting on the committee, which would make it hard to schedule interviews. The policy in place does not restrict a board member from sitting on a committee. Dawn Boggs felt that there needs to be more parent involvement on selection of who is being hired; there are people getting hired that should not be hired to work with our children. Ms. Boggs stated that this district has many opportunities for our children, it is a great district. Mr. Evans asked about the change orders and stated that he does not agree with #6 and asked to pull the change order for the 1 ½ inch water line be pulled. Mr. Rouse stated that the hiring selection policy needs to be removed as well. Mr. Conway suggested a new motion to exclude these two items. Ms. Bullshoe removed her second and Ms. Croff removed her motion. Mr. Evans asked to make another comment and noted that the Classified Master Contract is on the agenda to be approved and commented that there are no questions about the contract. No further discussion. Motion by Ms. Croff to approve all items except policy #5120 and item #6 on the change order from Swank. Second by Ms. Bullshoe. All in favor/Motion carried.

Jason Andreas asked the board to acknowledge Jonilee RunningFisher for coming forward and making changes to help a high school student. Ms. Running Fisher stated that a special services student from the high school was not being allowed to run for queen candidate because the school said it is in policy that she's been in school for over 4 years, however special service students can be in school until they are 21. Ms. Running Fisher felt that this was discrimination because there is nothing in policy or in the student handbook that does not allow her to be on the ballet. There are over 350 students that signed in support of adding Annie ArrowTopKnot to the ballet. Ms. Running Fisher also asked that the district involve the special services students in school activities.

There were no personnel or legal issues.

Motion by Ms. Croff to adjourn at 6:44 p.m. Second by Mr. Running Fisher. Motion carried.

Respectfully submitted:

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

\_\_\_\_\_ Wendy Bremner, Board Chairperson

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