

Special Board Minutes (Draft)

Tuesday, August 7, 2018 @ 5:00 p.m.

Administration Board Room

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

Mr. Gallup called the meeting to order at 5:02 p.m.

Approval of Agenda: Motion by Mr. Evans to approve the agenda removing item C from hiring: Leslie Conti, Music Teacher, Napi Elementary 2018-2019 (\$57,177.00). Second by Ms. Yellow Owl. All in favor/Motion passed.

Public Comment: none.

ITEMS OF INFORMATION

Superintendent Report: Matthew Johnson reported on the suicide of Browning Schools student, Heavyn Talks About. Mr. Matthews reviewed the support being offered to staff, students, and family. Heavyn was a volleyball player and the family asked that Mr. Matthews communicate that it was no body's fault that this incident happened. Caregivers, teachers, students are really affected by this kind of tragedy. Mr. Matthews thanked Superintendent Hall for suggesting to provide all services while respecting the privacy of the family.

Superintendent Hall stated that there are hires on the agenda for certified teachers that are pending background checks, and if the board approves these hires, they will be able to attend all professional development that is being offered but they would not be in the classrooms when school starts and wouldn't be paid until the background checks are received.

Resignations: Ms. Yellow Owl stated that she read the letters and hopes that the accusations made are not happening in the district or in any of the school buildings. Mr. Edwards stated that these are comments are being made because it is happening in the schools with staff and with principals and one of these staff has boldly put it in writing. Ms. Bremner asked to be provided with the process for handling bullying or harassment. Mr. Gallup noted that although these incidents need to be taken seriously, these individuals did not request to bring the bullying to the board's level. Mr. Edwards stated that if the bullying is not happening they wouldn't write this stuff and noted that both letters address bullying. Superintendent Hall stated that the individual who worked at the administration building did not discuss bullying with anyone and she did not believe that it happened. Ms. Bullshoe stated that it is a reflection of what the school talks to our students about and how they need to behave with regard to bullying; these employees are saying that bullying is happening and felt that the board needs to take notice of that. Mr. Gallup stated that this issue needs to be discussed when all administrators are present and while Virginia Tribe is here.

ITEMS OF ACTION

Hiring: Motion by Ms. Yellow Owl to approve the following hiring pending successful background check/drug test: Suzanne Weekes, Elementary Teacher-Babb Elementary 2018-2019 (\$36,408.00); Margaret Tailfeathers, Math Teacher-BMS (2018-2019 (\$36,408.00); Kevin Kicking Woman, Blackfeet-Native American Studies Teacher, Napi Elementary 2018-2019 (\$50,494.00) and Treyace Yellow Owl, Blackfeet-Native American Studies Teacher, KW Vina 2018-2019 (\$36,408.00). Second by Mr. Evans. No public participation. *Board discussion:* It was noted that the new teachers will have a community mentor, a building mentor, an instructional coach working with them as well as a person from BCC that will be working with them. Motion passed 7-0 with Brian Gallup, Wendy Bremner, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteMan voting for.

Motion by Mr. Evans to approve hiring Sandra Rivas, Site Supervisor-Food Service 2018-2019 (\$36,000.00). Second by Ms. Bremner. No public participation. *Board discussion:* Ms. Yellow Owl asked what this person will

be doing as the site supervisor. Lynne Keenan stated that this position was approved by the board to work in all kitchens supervising quantity and quality for food safety, following menus, filling their storage, following HACCP regulations, and monitoring production records. Ms. Bremner asked what the difference is between the Food Service Director position and the Site Supervisor. Ms. Keenan stated that she works in all the kitchens which is like having seven (7) restaurants, 23 staff, monitors grants, and makes certain that OPI regulations are being followed. Ms. Bremner stated that the site supervisor position was created for quality of food. Ms. Keenan stated yes, for quality and quantity but the district needs more than one person doing all of this and being in all seven buildings. Ms. Bremner stated her concern with not hiring an experienced head cook in this position. Ms. Keenan stated that the person has no accounting experience and would not be able to do the computer reporting and also stated that she would like to try this person in the supper program supervisor position she is asking the board to create. Then this person would do all of the computer and reporting for both positions. Ms. Keenan stated that she has tried to work with the cooks to make them more capable however some are not willing to learn the computer and also stated that she has a lot of accountability issues with the cooks. No further discussion. Motion passed 6-0 with Brian Gallup, Wendy Bremner, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteMan voting for and Mr. Edwards voting opposed.

Contract Service Agreements: Motion by Mr. Evans to approve the following contract service agreements pending successful background checks: Carolann Racine, WIDA Assessors and Writing Assessments Scorers (\$8,250.00); Lavada Pilling, WIDA Assessors and Writing Assessments Scorers (\$8,250.00); Roberta Kipp, WIDA Assessors and Writing Assessments Scorers (\$8,250.00); Sharon Magee, WIDA Assessors and Writing Assessments Scorers (\$8,250.00); Building Mentors, Provide Mentoring Services for New Teachers 2018-2019 (\$17,000.00); Community Mentors 2018-2019 school year (\$39,000.00) and Curriculum Professional Development for New Teachers 2018-2019 (\$2,250.00). Second by Ms. Bremner. No public participation. *Board discussion:* Ms. Yellow Owl stated that these individuals have done a fine job every year and asked if the positions are advertised and how they are selected. Jeri Matt stated that they are not advertised, these are hard to fill positions and they must be trained in the curriculum and some are also tutoring in the district. Ms. Matt stated that we look for retired teachers to do this work and we need more of them. If she had to train anyone for this work, it would take weeks out of teacher time to get this done for each student. Ms. Tall Whiteman asked why Napi has so many building mentors. Superintendent Hall stated that there is a mentor for each new teacher and Napi had the most new teachers. A survey was completed by staff last year and they were very supportive of the mentoring program. The community teachers help with community things, classroom management, etc. and they are able to give a lot more of their time than the building mentors. Superintendent Hall stated that the principals felt they made a difference for the new teachers. Ms. Bremner asked if the community mentors are supervised by the building principals. Superintendent Hall stated yes and noted that Colleen Wilson is the head of the program; the mentors are evaluated along with the principal input. Ms. Bremner stated concern and asked that all community mentors be on the same page with the principals because of the team that is built within the schools, and also felt that they should be supervised by the building principal. No further discussion. Motion passed 7-0 with Brian Gallup, Wendy Bremner, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae Tall WhiteMan voting for.

Approvals: Motion by Ms. Yellow Owl to approve an Extended Contract for Brandy Bremner, Complete MCLP-MPDG Data (\$368.28). Second by Mr. Evans. No public participation. No board discussion. Motion passed 7-0 with Brian Gallup, Wendy Bremner, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae Tall WhiteMan voting for.

Motion by Mr. Evans to approve to Create Instructional Coach Position/BHS. Second by Ms. Bullshoe. No public participation. *Board discussion:* Ms. Yellow Owl noted that only the superintendent can recommend to create a new position and asked that the wording be changed to reflect that. Motion passed 7-0 with Brian Gallup, Wendy Bremner, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae Tall WhiteMan voting for.

Motion by Mr. Evans to approve the following items: Create Supper Program-Fruit and Vegetable Program Coordinator Position (\$27,500.00); Extended Contracts for Leadership Week - Lona Burns (\$2,160.00), Brandy Bremner (2,946.00), Kelly Sharp (\$1,022.08) 2018-2019; Extended Contract for Instructional Coaches 2018-

2019-Violet Sinclair (\$773.16), Andrea Evans (\$1,405.20); Beyond The Chalk-Professional Development for Orientation 2018-2019; Professional-Technical Salary Increases-Good Medicine Program 2018-2019 (\$16,952.00); Amend Policy #4500 Graduation; BHS Student Handbook Addendum 2018-2019; High School Handbook Addendum 2018-2019; 11.10Appr-Mentoring Handbook 2018-2019; Mentors-Staff Support and Request to Approve Mentor Handbook 2018-2019. Second by Ms. Bullshoe. *Public participation/Board discussion:* Mr. Salois stated that they added the opt out notice for students and that parents need to be informed when opting out to the graduation policy. Interpersonal communications were removed because this is in their portfolio and the number of credits was recalculated. Ms. Tall Whiteman asked that it is noticed properly whether a student is receiving a distinguished or foundational diploma as it is very upsetting when wrong. Mr. Salois apologized for the mistake and also noted that a distinguished diploma is not only based on credits but on credits taken, i.e. 3 years of math compared to 4 years. Ms. Bremner asked that the counselors be told that they are to encourage students to stay on the distinguished diploma. Mr. Salois stated that they have met and all agree on this. Ms. Tall Whiteman stated that athletes must be enrolled in 4 credits to be eligible. Mr. Salois stated that they have met and all are on same page. Mr. Salois stated that it has to be two (2) complete credits, not four (4) classes and noted that it is discussed in the parent-student handbook meetings, in the handbooks, and the sign off. The advisory class is 2.5 and they cannot play sports with two half credit classes. Mr. Evans asked if drivers education can be a requirement. Matthew Johnson stated that it would be great however there are too many out of school hours and they can only supervise so many kids; would need several teachers to get 120 kids through the program. Motion passed 7-0 with Brian Gallup, Wendy Bremner, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae Tall WhiteMan voting for.

Motion by Ms. Yellow Owl to adjourn at 5:40 p.m. Second by Mr. Evans. Motion carried.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Brian Gallup, Board Chairperson

_____ Stacy Edwards, District Clerk