

## **Special Board Minutes**

Thursday, March 21, 2019 @ 5:30 p.m.  
Administration Conference Room

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

Mr. Gallup called the meeting to order at 5:30 p.m.

**Approval of Minutes:** Motion by Mr. Evans to approve the agenda with no changes. Second by Ms. Bremner. Motion passed with all in favor.

**Public Comment:** None

### **ITEMS OF DISCUSSION:**

Mr. Gallup noted that Sletten Construction is the first interview and asked that the other contractors leave the room during each interview.

#### **Interviews for General Contractor construction Manager:**

Sletten Construction 5:30 pm; Swank Enterprises 6:15 pm; Talcott Construction 7:00 p.m. were interviewed for the GCCM position for the Middle School remodel and gymnasium and Sports Complex. Each were asked the same questions regarding the best hiring practices for multiple subcontractors, being on site daily, TERO requirements, timeframe for completion of work, experience, preconstruction process, change orders, and communications. Board members discussed the interview answers and by consensus concluded that Sletten Construction would be brought forward for recommendation to hire under the approval section of this meeting. There were questions regarding hiring a construction inspector and Mr. Gallup stated that this discussion can take place at the next facilities meeting. Superintendent Hall will schedule a time for the board to meet with the tribe to discuss Tero.

**Discuss New Positions:** Superintendent Hall stated that she is recommending the following new positions based on interest from board members: new high school counselor; new high school receptionist positions and high school activities coordinator. These positions are on this agenda for approval if the board agrees to move forward. Mr. Gallup stated that the board needs to prioritize these position requests as the budget will eventually not be able to support all positions. Superintendent Hall stated that the counselor position is recommended due to the number of losses this year due to suicide; the receptionist position is due to the high school main office being extremely busy and the activities coordinator is recommended to help because of the number of activities in the district i.e. graduation, after prom, lights on afterschool, Ee Kah Kii Maht, etc. Mr. Gallup noted that the Activities Director has been advertised which is the decision of the superintendent to advertise. Superintendent Hall stated that the past job description for the AD required an administrative endorsement however you cannot have this endorsement without a masters. Other Class A schools use other procedures, i.e. teacher on special assignment with an administrative endorsement; another does not have an administrative endorsement but has a bachelor's degree and the high school principal helps with the evaluations. OPI requires teacher certification and Patty Muir recommends a Class 3 certification which is an administrative endorsement that is necessary for evaluating coaches. Superintendent Hall felt that BPS should have an administrative endorsement or someone who can earn their endorsement right away, they should know school law, policies, and regulations. Superintendent Hall stated that this is a very controversial position and BPS needs to find the best person for the job; if we cannot hire by advertising the person needs to be able to demonstrate ability to obtain the proper degree. Mr. Evans suggested the whole board interview this person and stated that he has been confronted more on the AD position than any other position in the district; the board gets blamed for what this person does. Mr. Gallup suggested having a board member sit on the hiring committee. Ms. Bremner suggested that the board get more information for the recommendations; they only ever get a name and she would like to see how the committee came to their selection. Ms. Bremner felt this process would be great for all positions. John Salois stated that the justification for hiring, the degree/s, and recommendation is there. Ms. Bemner stated that she would like to

know if the committee selected someone who could get a provisional and another person already has the credentials and didn't get it. Mr. Salois stated that the candidates would have to be notified that they will be discussed at the board meeting; he will do some research on this. Ms. Bremner stated that she understands that they need to know law but felt that the positions purpose is to have the ability to get kids involved and work with the community. Ms. Bremner also felt that if the principal has the credentials to evaluate then they should do evaluations. Mr. Running Fisher stated his disagreement and felt that the district needed to hire someone certified as an AD; if the board is asking for a specific person, then hire that specific person. Mr. Running Fisher asked that all board members interview this position because it is a high-profile position and the board could make a decision that they can live with. Ms. Yellow Owl agreed that hiring an AD and having the principal evaluating coaches will work and also suggested to leave it as a bachelor degree. Ms. Bullshoe felt that the district has enough people with the potential to serve in the AD position that knows sports and have refereed and worked with kids. Mr. Running Fisher asked to see the credentials and experience. Ms. TallWhiteman stated that we could have the smartest director in a building but they don't have a clue about MHSA requirements. If this person has coached, or refereed and worked with kids, they will know all the rules and regulations. Ms. TallWhiteman stated that it all starts with correspondence, information, and news which we lacked with the previous AD. Ms. TallWhiteman felt that someone with a bachelors is well-rounded and she would like the AD to have the ability to deal with the community, parents, and know how to do their job well. Also Ms. TallWhiteman wants board members on the committee and stated that it should be an unbiased interview committee; if this person knows their job, the board would not need to create a new activities position. Mr. Gallup stated that the advertisement has posted the position with a masters. Mr. Salois stated it was only posted locally. Superintendent Hall stated that it could be changed to say, have the ability to obtain the requirements listed and they can look at a program; if it is reposted the board will be informed. Stacy Edwards stated that the budget will have an increase in BHS salaries of \$260,000 and she has had to move the high school principal and assistant principal out of the general fund because it could not hold these positions.

### **ITEMS OF ACTION**

**Out of State Travel:** Motion by Ms. Bremner to approve out of state travel for Kari Mckay, Chase Nevearez, Britany Burns, Angie Pepion, I Teach Professional Development (\$6,447.78). Second by Ms. Yellow Owl. No public participation. No board discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve Board of Trustees, Federal Relations Outreach Meeting in Washington, DC (\$2,381.66). Second by Mr. Running Fisher. No public participation. No board discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Mr. Evans. To approve Nikki Hannon, Montana Conference on Homelessness in Helena, MT (\$591.58). Second by Ms. Bullshoe. No public participation. No board discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve Create New Position BHS Receptionist. Second by Ms. Yellow Owl. No public participation. No board discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve Create New Position BHS Guidance Counselor. Second by Ms. Bremner. *Public participation/Board discussion:* Ms. TallWhiteman stated that the school should not band-aid the positions; the current counselors need to work. Ms. Bremner stated that the administration needs to be truthful doing evaluations because someone is not doing their job. There are a number of high school students that have needs that need to be met and the district may be losing good medicine. John Salois stated that for accreditation purposes it is one (1) counselor to 400 students. No further discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Mr. Evans to Create New Position for Student Activities Coordinator. Second by Ms. Bremner. No public participation. *Board discussion:* Ms. TallWhiteman felt that this position will take about 90% of the Activities Director's job i.e. prom, dances, clubs, eekahkiimaht. John Salois stated that prom and dances help with cash and security but class sponsors will run the clubs. Mr. Evans suggested to add in booster club and concessions. Ms. Bremner felt that she got slammed over people who are not athletes and did not get included in activities and stated that she hopes this position will work with those individuals too. Mr. Salois stated that they have a hard time getting dedicated club sponsors to help since the contract removed the required 40 hours activities work in their contracts. Ms. Bremner stated that this position has been lacking in rapport to get people really involved. Ms. Yellow Owl stated that this person will be working with the Activities Director and some of her duties will go away such as handling cash. Ms. TallWhiteman stated that the AD will know what kind of budget they are looking at, i.e. athletic, activities, etc. and felt that it would be good to be able to do both sides. Ms. TallWhiteman stated she doesn't want to see where we have to get another secretary; we have already created concession jobs and give \$500 to all club sponsors. Ms. TallWhiteman suggested a CSA for a teacher working after hours and paid \$15,000 rather than \$50,000+. This person would correspond with the secretary during the day to do things. Ms. Bremner suggested compensating a person and adding more to the job description, i.e. fund raising, 50-50, concessions, etc. and stated it is not fair to expect a teacher to take time out of their evenings to do this as it causes disgruntled people. Stacy Edwards stated that these positions are for next year and be discussed at another time. Mr. Gallup stated that some say we need and some say we don't need and suggested to lower the salary and add more duties. No further discussion. Motion failed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting opposed.

Motion by Mr. Evans to approve Compensation for No School March 12 and one (1) hour March 11 for all staff. Second by Ms. Yellow Owl. No public participation. *Board discussion:* Superintendent Hall noted that if the board approves staff to be paid for the time listed, any more days missed will need to be made-up. No further discussion. Motion passed 7-1 with Brian Gallup, Wendy Bremner, James Running Fisher, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for Option B, to approve compensation for no school March 12 and one (1) hour March 11 and James Evans voting for Option A, take leave for 1 day March 12 and on March 11 Certified staff take 3 hours leave and Classified, pro tech, administrators and directors take 4 hours leave.

Motion by Mr. Evans to approve MTSBA Training Agreement 4/1/19. Second by Ms. TallWhiteman. No public participation. No board discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve General Contractor Construction Manager (GCCM) for Middle School Remodel, Gymnasium and Sports Complex. Second by Ms. TallWhiteman. No public Participation. *Board Discussion:* Mr. Gallup noted that following the interviews the school board agreed by consensus to recommend Sletten Construction to be hired as the GCCM. No further discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Ms. TallWhiteman to adjourn at 8:55 p.m. Second by Ms. Bullshoe. Motion passed.

Respectfully submitted:

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

\_\_\_\_\_ Brian Gallup, Board Chairperson

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