

## **Regular Board Minutes**

Tuesday, October 9, 2018 @ 5:00 p.m.

Administration Conference Room

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

Mr. Gallup called the meeting to order at 5:11 p.m.

Toni Tatsey gave a positive account stating she attended the Redskins and Green Bay game and presented the Blackfeet flag which was seen nationwide.

**Approval of Minutes:** Motion by Ms. Bremner to approve the Regular Board Minutes of 9/27/18 with no changes. Second by Ms. Bullshoe. All in favor/Motion passed.

**Approval of Agenda:** Motion by Ms. Bremner to approve the agenda with the following changes: remove from Out of State Travel-Jill Mattingly, Conference on Children with Disabilities in Orlando, FL; move NAFIS Fall Conference Update to the 10/30/18 agenda; move Action Items to follow Public Comment. Second by Ms. Bullshoe. All in favor/Motion passed.

**Staff Recognition:** Jennifer Wagner recognized Angel Marceau, Angie Pepion, Dawn Marxer, Iris Begay for going above and beyond painting the restrooms and around the lockers at Browning Elementary.

Jennifer Wagner recognized Carl LittleDog for working with the custodians at Browning Elementary showing them proper techniques for stripping and waxing floors.

**Public Comment:** Mr. Gallup read the provisions of the Montana Open Meeting Law under Section 2-3-103. William Edwards stated that he has been 8<sup>th</sup> grade football coach since August and wanted to get clarification on hiring procedures. Mr. Edwards stated that there is a shortage of coaches and he was asked to be a coach, so he filled out an application. Mr. Edwards stated that 18 years ago he had a non-violent felony charge and the charge was not against kids. Mr. Edwards stated that he asked if his past would be a problem getting hired. Mr. Edwards stated that he got a call saying that he was being recommended for hire and to come in for a background check and drug test and stated that he asked again if his past would be a problem. Mr. Edwards stated that he felt that he did a lot for the kids and learned a lot, then found out that he was not put on the board agenda to be hired; although he asked, double checked and triple checked. Mr. Gallup stated that there is a policy that should have been followed and appreciated Mr. Edwards coming in to get clarification on the process. The policy will be brought forward for clarification at a later date and Mr. Edwards will be given notice when the policy is reviewed. Mr. Edwards stated that he feels lucky to have been given the chance to coach. Board members commended Mr. Edwards and thanked him for stepping up when there was a shortage of coaches which is an ongoing issue.

## **ITEMS OF ACTION**

**Hiring:** Motion by Ms. Bremner to approve the following hiring pending successful background check/drug test: Angie Pepion, KW Vina Elementary Teacher 2018-2019 (\$28,621.00); Brittney Burns, KW Vina Elementary Teacher 2018-2019 (\$28,621.00) and Pamela Mad Plume-SPED Teacher-Napi 2018-2019 (\$29,789.00). Second by Ms. Yellow Owl. No public participation. No board discussion. Motion passed 6-0 with Mr. Gallup, Ms. Bremner, Ms. Bullshoe, Mr. Running Fisher, Ms. Yellow Owl, Ms. TallWhiteman voting for.

Motion by Ms. Bremner to approve the following hiring pending successful background check/drug test: Justin Marceau, Cross Country Coach-Napi 2018-2019 (\$430.00); Angel Tail, 6th Grade GBB Coach-Napi 2018-2019 (\$430.00); Milyn Lazy Boy, 6th Grade GBB Coach-Napi 2018-2019 (\$430.00); Charles R. Pappan, Football Coach-Middle School 2018-2019 (\$860.00). Second by Ms. Yellow Owl. *Public participation/Board discussion:* Ms. Bremner stated that she does not want to hear any explanation about why the board is being asked to hire coaches after the fact again; BPS students have been put at risk by putting people to work without background checks. Ms. Bremner stated that she doesn't see anyone doing heavy recruiting for these vacant positions and she

has an issue bringing them to the board for approval to hire after the fact so that they can be paid and stated again that she does not want to hear excuses anymore. Ms. TallWhiteman stated that same and also stated that the board has policy and procedure and wants to see them followed. Ms. TallWhiteman stated that her issue is with one of the coaches and her character is not what she feels BPS wants to condone. Ms. TallWhiteman stated she wants to ensure that they are putting the right people in these positions and she has heard nothing but excuses since she has been on the board; the district needs better recruitment plans and better communications. Ms. Yellow Owl agreed and stated that the district cannot continue to hire after the fact. Emorie Bird stated that the coach positions have been advertised. Tony Wagner stated that there are no applicants at Napi and BMS. Carson Bryant, Napi Athletic Coordinator, stated that the process for recruitment is very extensive; he advertises with HR, uses the active sub list and calls all names on sub list so they know of available positions. Mr. Bryant stated that he has gone through all the names on list and only certain a group always applies; he does the recruiting process continuously and there is not a single person in his program who has not passed the background check. Mr. Bryant stated that he feels there is no risk to students, ever. Mr. Bryant stated that he has gone above and beyond. Superintendent Hall asked why these names are just now coming to the board for hire. Mr. Bryant stated that Angel Tail's paperwork was filed under the wrong sport and has to be corrected and another coach was late because he is classified staff and unable to coach until recently with the new requirements; Milyn Lazy Boy took over because another coach could not be here. Mr. Bryant stated that you cannot assume that all will do things like he does it and stated that he gave the individual their contract to bring to HR and it never got done. Mr. Bryant apologized that he did not make sure paperwork was turned in to HR and in future will be prepared handle appropriately. Ms. Bremner stated that they need to remember that if a person is not hired by the board prior to working they could be working for free. Mr. Bryant let board know that the rehire applicant for upcoming Napi BB and all paperwork was taken care of and he clarified taking the position and now he cannot take and the person hired for the other position withdrew as well; BB starts next Monday. Positions are advertised and Mr. Bryant stated that he and Mr. Wagner will volunteer in positions until they are filled. Superintendent Hall stated that it takes 5-weeks to get background checks back and the local background check is taking longer than the state. Mr. Gallup suggested advertising in August. Mr. Wagner stated that he was hiring in the spring and had the same problems with those hires not taking their positions when it was time for them to coach; he has advertised all summer and did not have any applicants apply in August. Mr. Wagner stated that he will use the sub list for coaches in the future. Ms. Bremner stated that they hear the same excuses every time even though the board has said not to wait until the last minute and asked what the problems are with recruiting. Mr. Wagner stated that they lost a lot of coaches because of Wage and Hour law and now with the changes again hope to get more applicants. Mr. Running Fisher asked what the wage is for coaching. Mr. Wagner stated elementary gets \$430.00 for 1<sup>st</sup> year coaching for 5-6 weeks. Mr. Running Fisher suggested bringing the pay scale up so that more people are interested. Board members agreed. Ms. TallWhiteman stated that the stipends need to be pro-rated when hiring late, and if there is overtime it needs to be paid. Ms. TallWhiteman stated that they pick and choose classified staff to work such as special services, and also stated, precedence is set when doing this and it is grievable. Ms. TallWhiteman asked if all staff are aware that this has changed. Staff are aware. Superintendent Hall stated that the district is still working with legal and Wage and Hour on this. Ansel Traynor stated that he was told there were no applicants for BMS football and there were still 2 positions open for BMS BB that he needed to fill; he met with HR and the positions had been posted but there were no applicants. Mr. Traynor stated that the first day of football practice for BMS he still had no applicants so he and Mr. Wagner coached that week. Mr. Traynor posted the positions on facebook and asked Jerry Racine if he knew anyone interested. He and Mr. Wagner went around asking people if they would be interested. GBB he tried to keep internally because he already had interested persons for those positions. Mr. Traynor stated that he is new at the program. Ms. Bremner stated that she realizes Mr. Traynor and Mr. Bryant are new this year, but there has been one whole year from last year to this year and there has not been any recruitment until the day of FB and they had no coaches. Ms. Bremner felt that Bill Edwards is good for our kids but we know who he is and we don't know if someone else has a sexual assault record or something. Ms. Bremner stated that she does not want anyone working unless the district knows they are safe; also, the activities department should start working on next year coaches right now. Mr. Wagner stated that he never gave anyone permission to come in and coach the kids without the proper paperwork completed. Ms. TallWhiteman stated that someone has to take responsibility and also stated that in Mr. Edwards text messages, he states that the directors and administrators knew. Mr. Bryant stated that he works with Sherie and he checks with her to see if an applicant is ready to go and she does let him know when pre-hiring paperwork is okayed, or if they can sub, and that there is no guarantee that they will be hired. Toni Tatsey asked the board who is responsible to supervise afterschool events. Superintendent

Hall stated that she asked that an administrator be present at all building activities. Board members felt that each administrator should be involved in their building activities. Superintendent Hall stated that she asked the administrators to help at Napi because of the number of activities they have. Toni Tatsey stated that she is finally getting things done at her own building and would rather be in her own building. Mr. Running Fisher asked if TA's can get some overtime and supervise sports. Superintendent Hall stated that there are some administrators that have the experience to be in those positions. Mr. Gallup suggested a special meeting on Friday, October 12 for hiring. Mr. Wagner stated that if all goes well he will be ready to make a recommendation for the two BMS positions and one 6<sup>th</sup> grade position. No further discussion. Motion passed with Mr. Gallup, Ms. Bremner, Ms. Bullshoe, Mr. Running Fisher, Ms. Yellow Owl voting for and Ms. TallWhiteman voting against hiring Angel Tail, 6<sup>th</sup> Grade GBB Coach.

Motion by Ms. Yellow Owl to approve hiring Raymond Day Rider, Custodian-Napi Elementary pending successful background check/drug test. Second by Ms. TallWhiteman. No public participation. *Board discussion:* Ms. Yellow Owl noted that Mr. Day Riders name was not listed and an interview candidate on the hiring selection report but he was being recommended for hire. Jennifer Wagner stated that she was on the interview committee and they did interview and recommend hiring Mr. Day Rider. No further discussion. Motion passed 6-0 with Mr. Gallup, Ms. Bremner, Ms. Bullshoe, Mr. Running Fisher, Ms. Yellow Owl, Ms. TallWhiteman voting for.

Motion by Ms. Yellow Owl to approve hiring Clarence Comes at Night Jr., High School Custodian pending successful background check/drug test. Second by Ms. TallWhiteman. No public participation. No board discussion. Motion passed 6-0 with Mr. Gallup, Ms. Bremner, Ms. Bullshoe, Mr. Running Fisher, Ms. Yellow Owl, Ms. TallWhiteman voting for.

**Contract Service Agreements:** Motion by Ms. Yellow Owl to approve the following contract service agreements pending successful background check: Charles Farmer, CPR-1st Aid Training-BES 2018-2019 (\$500.00); Melody Cobell, 21st Century Tutor-KW Vina 2018-2019 (\$2,852.00); Genevieve Bragg, 21st Century Tutor-Napi 2018-2019 (\$5,208.00); Mistyne Hall, 21st Century Tutor-BMS 2018-2019 (\$5,208.00). Second by Ms. Bremner. No public participation. No board discussion. Motion passed 6-0 with Mr. Gallup, Ms. Bremner, Ms. Bullshoe, Mr. Running Fisher, Ms. Yellow Owl, Ms. TallWhiteman voting for.

Motion by Mr. Running Fisher to approve a contract service agreement for Travis Miller, 21st Century Tutor-BHS 2018-2019 (\$5,208.00) pending successful background check. Second by Ms. TallWhiteman. No public participation. No board discussion. Motion passed 6-0 with Mr. Gallup, Ms. Bremner, Ms. Bullshoe, Mr. Running Fisher, Ms. Yellow Owl, Ms. TallWhiteman voting for.

**Out of State Travel:** Motion by Ms. Bremner to approve out of state travel for Melody Small, AP Biology Workshop in LaJolla, California (\$1,670.60). Second by Ms. TallWhiteman. No public participation. No board discussion. Motion passed 6-0 with Mr. Gallup, Ms. Bremner, Ms. Bullshoe, Mr. Running Fisher, Ms. Yellow Owl, Ms. TallWhiteman voting for.

**In State Travel:** Motion by Ms. Yellow Owl to approve in state travel Tonia Tatsey, Montana Conference of Educational Leaders in Missoula, MT (\$697.74 ea). Second by Ms. TallWhiteman. No public participation. No board discussion. Motion passed 6-0 with Mr. Gallup, Ms. Bremner, Ms. Bullshoe, Mr. Running Fisher, Ms. Yellow Owl, Ms. TallWhiteman voting for.

Motion by Ms. Bremner to approve in state travel for Tony Wagner-Fall Sports Tournament Travel 2018-2019: District Volleyball Tournament at Libby (\$355.52); Divisional Volleyball Tournament-Butte (\$685.19; State Volleyball Tournament at Bozeman (\$396.03); GBB/BBB Tip Off Tournament in Missoula, MT (\$284.36). Second by Mr. Running Fisher. No public participation. No board discussion. Motion passed 6-0 with Mr. Gallup, Ms. Bremner, Ms. Bullshoe, Mr. Running Fisher, Ms. Yellow Owl, Ms. TallWhiteman voting for.

Motion by Ms. Bremner to approve the following items: Napi Club Sponsors-Goals & Objectives 2018-2019 (\$1,248.00); NEW Napi Club Sponsors-Goals & Objectives 2018-2019 (\$1,548.00); Middle School Club Sponsors-Goals & Objectives 2018-2019 (\$2,863.00); Julie Hayes-National Junior Honor Society Sponsor-Goals

& Objectives 2018- 2019 (\$516.00); Kim Walker, NEW Babb Science Club Sponsor-Goals & Objectives 2018-2019 (\$516.00). Second by Ms. Yellow Owl. No public participation. No board discussion. Motion passed 5-0 with Mr. Gallup, Ms. Bremner, Ms. Bullshoe, Mr. Running Fisher, Ms. Yellow Owl, Ms. TallWhiteman voting for. Ms. Bullshoe stepped out of the meeting and did not vote.

Motion by Mr. Running Fisher to approve Richard Hagberg, BHS Rodeo Club Sponsor-Goals & Objectives 2018-2019 (\$526.00) and Create High School Teacher English Language Arts Position. Second by Ms. TallWhiteman. *Public participation/Board discussion:* Ms. Yellow Owl stated that BHS has teacher sponsors and asked if each class is being allowed the opportunity to have concessions as a fundraiser. Superintendent Hall stated yes, each class is supposed to be given that opportunity. Billie Jo Juneau stated that all classes are given the opportunity, but they do give the Junior and Sophomore classes the opportunity more frequently because of prom and graduation. Ms. Yellow Owl asked why the sponsor is not helping with the concessions. Ms. TallWhiteman stated that someone has to start cooking early and that is where the concessions person comes in. Ms. Juneau stated that the club sponsors used to go in during prep and start cooking and getting things ready but the menu was much simpler then. Ms. TallWhiteman stated that the Junior class said they are not getting concessions and they should have had homecoming; they have been asking and getting nothing. Ms. Juneau will check on this. Mr. Running Fisher asked about the rodeo club inventory and stated that a parent asked for the roping dummy. Mr. Gallup suggested working with Malcolm Hagberg on getting all the rodeo club inventory back. No further discussion. Motion passed 6-0 with Mr. Gallup, Ms. Bremner, Ms. Bullshoe, Mr. Running Fisher, Ms. Yellow Owl, Ms. TallWhiteman voting for.

Motion by Ms. Yellow Owl to approve the following items: Substitute Eligibility List 2018-2019; Request BPS Share Expense for Salary: John Parente, Good Medicine Program (11,638.00); Investment Resolution Request; Purchases Over \$10,000.00; District Claims Check #419081 - #419156 (\$32,524.60); Student Activity Claims Check #703437-#703466 (\$2,382.77) and Additional Pays/Payroll. Second by Mr. Running Fisher. No public participation. *Board discussion:* Ms. Yellow Owl asked if the bus driver and nigh security patrol has their endorsement to drive bus. Emorie Bird stated that they cannot be on the sub list as a bus driver unless they have their credentials but she will check on this.

Rae issue with the secretary who put bus driver and did not have her endorsement.

Mr. Gallup stated that any time a board member has a concern they should call the superintendent. Stacy Edwards stated that in order to eliminate this problem, they removed all employee timeclock numbers and if they have not been hired, they will not have a number to log into the timeclock and a sub that has not been renewed won't be able to sign in. Ms. TallWhiteman stated that there is overtime again in additional pays. Mr. Gallup stated that this has been brought to Superintendent Hall's attention and this will be corrected. Superintendent Hall explained that John Parente is taking leave of absence from his certified teacher position and will work with the Good Medicine program as a professional technical employee for one year in order to get a degree in counseling. If Mr. Parente is approved on this agenda, he will be on the next agenda asking for one year leave of absence. No further discussion. Motion passed 6-0 with Mr. Gallup, Ms. Bremner, Ms. Bullshoe, Mr. Running Fisher, Ms. Yellow Owl, Ms. TallWhiteman voting for.

### **ITEMS OF INFORMATION**

**Building Reports:** Mr. Gallup acknowledged the following building reports: KW Vina Building; Browning Elementary; Napi Elementary; Browning Middle School; Browning High School Report; Babb Elementary; Alternative School; Activities Report; Special Education; Parent Community Outreach/Childcare; Good Medicine Program; BNAS-Blackfeet Language Report. *Discussion:* Ms. Bremner commended Nikki Hannon for her support in the FIT program and stated that she is an outstanding employee. Ms. Hannon was also appreciated for all the pictures in her report. Sicily Bird noted that Napi's report was sent this morning by email to the school board. Ms. TallWhiteman commended Immersion staff and students for their pride at KW Vina and was commended the students stating that they can really leelee; she appreciated the traditional Tuesday at BES and suggested doing this district wide and also suggested that every kid and every grade to be immersed in the culture. Ms. TallWhiteman stated that she wants more communication, parents are emailing her for information; she wants to see pictures of culture day. Babb ribbon shirts and the skirts were great; Alternative Ed had a very moving presentation/powerful. Ms. TallWhiteman wanted all coaches to show up every time scheduled; parents did not

like the way the 9<sup>th</sup> grade presentation was conducted and asked that all parents be notified next time. Billie Jo Juneau stated that the notifications were sent out although some say they did not receive their opt out letter; letters were also at the front desk; it was also advertised. Ms. TallWhiteman wanted more communication and suggested email or text notice. Matthew Johnson stated that he can send the video to the board; there was nothing triggering or provocative. They will do the whole presentation for everyone who wants it and if a student needs someone to talk to, the counselors can rotate to deal with kids who ask for help. The district needs to provide as much suicide prevention as possible even if it stings a little. Ms. Bremner appreciated that they are finding ways to reach out to those parents and stated that we cannot ignore the signs or we will lose more kids. The school is the leader in the community trying to address suicide and Ms. Bremner stated that they should not be discouraged. Ms. Yellow Owl stated that when the incident happened at BHS last week, the counselor's office was locked up and closed and stated that our students need to know that our doors are open when they are ready to talk and we need to be ready. Ms. Bremner also stated that BHS has additional courses for college eligibility; kids have to have more classes to meet sport requirements or get a distinguished diploma but she found that her own student needed to take more classes; she met with the counselor to get straightened and the counselor told her to send more kids to her if they need classes changed. Ms. Bremner asked why the parent has to tell the counselors how to do their jobs and stated that there is no reason the counselors are not looking at every student, their plans and where they are going. Her son had to have extra math, extra science, and extra speech and language. The district does not offer some of these courses except online. Ms. Bremner felt that this is unacceptable and stated that the district has teachers who can teach some of these things. The district is not trying to tap into all of its resources. Ms. Bremner stated that she does not like the answers and there no solutions offered. Ms. TallWhiteman stated that the Digital Academy is tough and kids opt out of courses because of sports. Ms. TallWhiteman stated that she wants to know how the issue was taken care of at the store where the Cross Country team was at and asked how are they holding the store accountable. Billie Jo Juneau stated that her son is not able to take the courses that are required for some colleges and wondering what he can take. Ms. TallWhiteman asked for information on lights on afterschool and stated that she will volunteer; also, suggested having AJ Weather Wax come in as a speaker for the high school students, great video. No further discussion.

### **Superintendent's Report**

**Teen Suicide-YAM (youth aware mental health) program:** Larry Woolf stated that he has had real good results with YAM at the high school for past two years. The program is aimed at 14-16 year olds, depression, anxiety, and suicide. Yam is student lead and gives student's a voice. The buzz among the students is incredible. The Tribe, BPS and MSU are all stakeholders. The program will be brought back for approval for 2018. Superintendent Hall stated that the tribe may cover some costs and will know by Friday.

**Donations to BES:** Jennifer Wagner received backpack donations from Costco; Glacier Electric donated supplies; pencils, whiteboards and dictionaries. Ms. Wagner will report on more donations at later date.

**Thank you Letter from Missy Worthy:** Superintendent Hall stated that Missy Worthy was very appreciated at BPS.

**Canvass Votes:** Stacy Edwards noted that the vote for was 382 and against 109. The surveying has already started at BMS and the Sportsplex area. Thursday is VB parent's night during the regular scheduled meeting and asked to change the meeting to Ms. Hall asked to change the board meeting to 10/30/18.

**Human Resource Report:** No discussion.

**Transfer/Vacancy Report:** It was noted that Rick Hagberg is filling in for the Science position until filled. Ms. Bremner stated that someone reported to her that they wanted to apply for the Science position and they were discouraged telling them that the position was filled.

There was no personnel and no legal.

Motion by Ms. Bremner to recess at 7:10 p.m. Second by Ms. TallWhiteman. All in favor/Motion passed.

Respectfully submitted:

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

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

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