

Regular Board Minutes
Tuesday, May 12, 2020 @ 5:00 p.m.
Administration Conference Room

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

Ms. Yellow Owl called the meeting to order at 5:05 p.m.

Approval of Minutes: Motion by Mr. Evans to approve Regular Board Minutes of 4/29/20 with no changes. Second by Ms. Bremner. All in favor/Motion passed.

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

Canvass of Votes/Declaration of Results: Board members canvassed votes and signed the Declaration of Results with no changes: Kristy Bullshoe 391, Kelly Edwards 207, Jess Edwards 290, James Evans 374, Maynard Gallineaux 131, Wayne Hall 173, Ronald Kittson 156, Mistee RidesAtTheDoor 373, James Running Fisher 355. Highest votes were for Kristy Bullshoe, James Evans, and Mistee RidesAtTheDoor.

Certificate of Election: New Board members Kristy Bullshoe, James Evans and Mistee RidesAtTheDoore were certified as Trustees of School District 9; each for 3-year terms.

Present: Donna Yellow Owl-Chair, Wendy Bremner, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor. Teleconference: Brenda Croff, Rae TallWhiteman Brian Gallup.

REORGANIZATION OF BOARD

Board Chairperson: Motion by Mr. Evans to nominate Donna Yellow Owl as Chairperson for 2020-2021 school year. Second by Ms. Bremner. Motion to close nominations by Ms. Bremner. Second by Ms. Bullshoe. Motion passed 8-0 with Donna Yellow Owl-Chair, Wendy Bremner, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff, Rae TallWhiteman Brian Gallup voting for.

Vice Chairperson: Motion by Mr. Gallup to nominate Wendy Bremner as Vice Chairperson for 2020-2021 school year. Second by Ms. Bullshoe. Motion to close nominations by Ms. Bullshoe. Second by Ms. Evans. Motion passed 8-0 with Donna Yellow Owl-Chair, Wendy Bremner, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff, Rae TallWhiteman Brian Gallup voting for.

Set Meeting Dates: Motion by Mr. Evans to a set school board meeting dates as the second Tuesday & last Wednesday of each month. *Discussion:* Ms. Yellow Owl noted that the Tuesday meetings are set to start at 5:00 p.m. and the Wednesday meetings will start at 12:00 p.m. in a school building and reconvene at 5:00 p.m. at the Administration Building unless scheduled otherwise. Second by Ms. Bullshoe. Motion passed 8-0 with Donna Yellow Owl-Chair, Wendy Bremner, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff, Rae TallWhiteman Brian Gallup voting for.

Appoint District Clerk: Motion by Ms. Bullshoe to appoint Stacy Edwards as District Clerk for the 2020-2021 school year. Second by Mr. Evans. Motion passed 8-0 with Donna Yellow Owl-Chair, Wendy Bremner, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff, Rae TallWhiteman Brian Gallup voting for.

RECOGNITION: School board and administration recognized Teresa Roland at the May 12 meeting for going above and beyond her work duties. Ms. Roland copied all materials and prepared over 4,000 ballots for the school board election held May 5 for School District #9. Ms. Roland was commended for handling the elections for the past 5 years, and for meeting the strict deadlines and requirements each year.

Ms. Yellow Owl recognized Jess Edwards on behalf of the school board and commended for representing the school board professionally, and for speaking out on behalf of all children.

PUBLIC COMMENT: None.

ITEMS OF INFORMATION

Building Reports: The following reports were reviewed with a verbal update on the graduation plan: KW Vina; Browning Elementary; Napi Elementary; Browning Middle School; Browning High School; Babb Elementary; Big Sky & Glendale Colonies; Special Education and Alternative School. *Discussion:* Ms. Wagner reviewed graduation plans for May 27. Ms. Wagner stated that the reservation has enacted 1812020, ordinance 221, to protect all reservation communities. Ms. Wagner stated that the school held national honor society via googlehangout; there will be a parade for graduation with the graduate and their immediate family members; there should be no non-residence or out of state people attending graduation; graduates and immediate family will be in their own vehicles; they will get tickets to attend. Ms. Wagner stated that BPs will be following social distance rules of less than 10 per vehicle and only the graduate will get out of their car to receive their diploma and take a picture. Graduates will follow the red arrows on the map in back of the high school; staff will be out directing traffic and making sure people stay in their cars. The graduate parade will begin at 11:00 a.m. Every family will get five programs and name tag and directions; pomp and circumstance will play; it will be a virtual ceremony; slide show. Ms. Bremner stated that the event can be live on KBWG so that everyone can see the graduation and hear it. Staff will park around the blue area on the map and there will be posters, decorations, sport uniforms, etc. The jumbotron is in the green area along with the video presentation and slide show. Ms. Wagner stressed that the graduation is not open to the public. At the stage, the school will have a photographer who will be taking pictures when the graduate receives their diploma and moves their tassels; other people in the cars can take pictures. Ms. Yellow Owl asked that the high school get confirmation whether the student can remove their mask for the pictures. Ms. Wagner stated that this is very historical time and there is significance in student's taking their pictures with the mask on. Ms. Wagner stated that she does not want to put anyone in a situation of getting sick or being worried or upset because not following guidelines. Ms. Wagner met with the COVID Incident command team to hold the parade downtown and they agree. There will be a jumbotron downtown at government square, they will be Facebook live, on the radio, the school webpage and on youtube. A video will be given to all graduates. Ms. Yellow Owl stated that it will be a traditional graduation but will not be in the high school gym. The student body president and vice president, valedictorian and salutatorian will be speakers at graduation; slideshow, honor song, welcome by superintendent and board chair, principal, tribal chairperson, Matthew Johnson; kall will speak on May 13 on video. The graduation ceremony should take 40 minutes. Ms. Wagner stated that the whole ceremony can be rerun more than one time on the jumbotron screen. Ms. Yellow Owl stated that when the graduate receives their diploma, they will receive a t-shirt from the school board and a gift card. Ms. Wagner stated that should be part of COVID process and already be bagged. Students will not be alphabetical; their name will be announced as they are entering the yellow area and their bagged items can be ready. Ms. Bremner stated that it is traditional for the student to shake hands when they receive their diploma. Ms. Bremner stated that she is working with the school nurse on this; student has to be gloved and cannot touch faces; whatever the setup is, it must be safe for all. Ms. Wagner stated on Monday, they will have a virtual Senior banquet; scholarships and 10 items for the seniors to pick up. Students will have gifts, awards, stoles, goodies and will present two special guests medals in their families. The school board will have t-shirts and gift cards. Ms. Wagner stated she will get final results from the tribe and send information out to everyone. Ms. Bremner felt that people should be encouraged to follow the reservation rules after the ceremony; the school is not liable. Ms. Wagner will hire someone to do music and pictures. Ms. Wagner stated that BCC will follow same rules as the school district. Stacy Edwards is working with issues regarding legal use of senior money. Ms. Wagner stated that the money cannot be used for personal gain. Ms. Bremner suggested allowing seniors to get stuff that can be given to them. Ms. Wagner stated that they cannot do this. Ms. RidesAtTheDoor suggested giving the money to seniors as scholarships. Ms. Wagner state that it is called personal gain and they will have to get more information on this. Ms. Wagner stated that there are 132 seniors on the list; 37 Academy students and 95 BHS and have some that still need to finish their work; all diplomas have been received except 5 that will be in by graduation. Names have

been given to business for gifts for the seniors. Ms. Wagner stated that she will send final information to everyone as soon as she hears. No further discussion.

Superintendent's Report

HR Status Report: Mr. Salois reviewed that status report noting that there is a teacher transfer to the colony and several advertised positions. BMS has 2 resignations at end of year; the assistant principal requested a transfer from BES. Napi has 2 resignations and are being advertised. The Instructional interventionist is being re-advertised. The library media specialist at Napi is advertised. The BES assistant principal is transferring and the principal position is advertised at BMS. BHS vo-tech in auto and welding is advertised and have a math teacher and social studies teacher resigning. The Academy has a transfer and position will be advertised. The Assistant Superintendent will July 1. There are two cook positions and a flex custodian/maintenance position advertised. BNAS instructional coach is advertised and there may be a possible transfer. Ms. Croff stated that the BES Assistant Principal position is a transfer and asked that HR be sure to follow the approved hiring process.

Coaching Update: Mr. Salois stated he met with Everett Armstrong to advertise positions and will be bringing applicants for winter/spring positions forward for renewal. Ms. Bremner's position will be advertised this week.

Resignations: The following resignations were accepted: Donald J. Comes At Night, Assistant Cook-KW Vina, Effective 3-12-2020; Mary Jo Wall, Personal Care Attendant-BHS Effective 4-28-2020; David Ricci, Elementary Teacher-BMS, Effective 6-3-2020; Whitney Bremner, Assistant Volleyball Coach-BHS, Effective 6-3-2020 and Whitney Bremner, Math Teacher-BHS, Effective 6-3-2020.

ITEMS OF ACTION

Hiring: Motion by Mr. Evans to approve the following hiring pending successful background check/drug test: Sydney St. Goddard, Family Engagement Coordinator 2020-2021 and Tammy Hall-Reagan, KW Vina Counselor 2020-2021. Second by Ms. Bremner. No public participation. No board discussion. Motion passed 8-0 with Donna Yellow Owl-Chair, Wendy Bremner, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff, Rae TallWhiteman, Brian Gallup voting for.

Motion by Ms. Bremner to approve the following hiring pending successful background check/drug test: Jack Parrent, BHS Counselor, Jr., 2020-2021; John Parente, BHS Counselor, 2020-2021; Kathy Broere, BHS Counselor 2020-2021. Second by Ms. Bullshoe. No public participation. No board discussion. No public participation. No board discussion. Motion passed 8-0 with Donna Yellow Owl-Chair, Wendy Bremner, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff, Rae TallWhiteman, Brian Gallup voting for.

Motion by Mr. Evans to approve the following hiring pending successful background check/drug test: Ginny Crawford, School Psychologist 2020-2021; Karen Neilson-Salois, School Psychologist 2020-2021; Virgil Bullshoe, Classroom Teacher SpEd 2020-2021 and Crystal Tailfeathers, Election Judge 2020 (\$400.00). Second by Ms. RidesAtTheDoor. No public participation. No board discussion. Motion passed 8-0 with Donna Yellow Owl-Chair, Wendy Bremner, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff, Rae TallWhiteman, Brian Gallup voting for.

Contract Service Agreements: None.

Out of State Travel: None.

In State Travel: None.

Approvals: Motion by Ms. Bullshoe to approve the following items: Adopt and Purchase Zearn/Eureka Math K-5 Curriculum 2020-2021 (\$17,500.00); Contract Modification-Brittany Burns, Lane Change 2020-2021 (\$1,898.00); Contract Modification-Dawn Marxer, Lane Change 2020-2021 (\$6,815.00); Contract Modification-Marsha Switzer, Lane Change 2020-2021 (\$2,831.00); Contract Modification-Zebah Burdeau, Lane Change 2020-2021

(\$1,771.00); Contract Modification-Egan Black, Lane Change 2020-2021 (\$6,815.00); Create Family & Consumer Science Position-BMS 2020-2021; Change Industrial Arts Position at Browning Middle School to 1-FTE 2020-2021. Second by Ms. Bremner. No public participation. Board discussion: Mr. Evans asked if the math curriculum is what the teachers wanted. Superintendent Hall stated that the math committee met for 2 years and they chose this program. The information was sent out to community and k-5 teachers; there was no response; grades 6-12 will do piloting next year to see if they like the different programs. Ms. Bremner stated that she supports creating the position at middle school, but asked the board members to remember that KW Vina asked for another counselor position. Ms. Yellow Owl stated to bring the information forward again and make sure the district is going into next school year with that in place. Ms. RidesAtTheDoor asked if the math program is computer base; Superintendent Hall stated yes. Billie Jo Juneau stated that Zearn is an online platform and will be used as a reteaching tool; Eureka will be direct instruction. Ms. Juneau stated that other schools are using this program and having good success with it. The district math consultant that works with all schools supports this program too. Ms. RidesAtTheDoor asked if the teachers picked the program. Superintendent Hall stated that the committee reviewed the program and took back to each building for teachers to review. Ms. Juneau stated that the program will pilot into grades 6-12 and align to the k-12 curriculum. Also, the committee is discussing meeting the needs of students in algebra I, geometry, algebra II, etc. Middle school will align with the high school and work in the same direction. No further discussion. Motion passed 8-0 with Donna Yellow Owl-Chair, Wendy Bremner, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff, Rae TallWhiteman, Brian Gallup voting for.

Motion by Mr. Evans to approve the following items: Change Industrial Arts Position at Browning High School to 1 FTE 2020-2021; Contract Modification-Nicholas Rink, Lane Change 2020-2021 (\$2,145.00); Extended Contract-Charlie Speicher, Student Scheduling-WBHA 2019-2020 (\$1,636.00); Extended Contract-Chris Lewis, Student Scheduling-WBHA 2019-2020 (\$1,377.00); Quote from Western Sports Floors to Re-sand BHS Gym Floor/New Logo 2019- 2020 (\$44,850.00). Second by Ms. Bremner. No public participation. *Board discussion:* Ms. Yellow Owl stated that the board agreed by consensus in the special meeting of 5/6/20 to schedule a date with Western Sports Floors and move forward to re-sand the high school gym floor and approve a new logo at this meeting. The information on this agenda is to approve what the board had agreed to by consensus and review and approve revised drawings. Everett Armstrong stated that he will not hear from the artist on the new drawings until May 7 and also noted that the price has increased to \$50,000.00. Ms. Yellow Owl stated that this item is on the agenda for approval now for \$44,500.00 and suggested that the board table this until the corrected quote and drawings are received. Ms. Bremner removed her second and Mr. Evans removed his motion. Motion by Ms. Bremner to table Western Sports Floors to Re-sand BHS Gym Floor/New Logo 2019- 2020 (\$44,850.00). Second by Mr. Evans. No further discussion. Motion passed 8-0 with Donna Yellow Owl-Chair, Wendy Bremner, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff, Rae TallWhiteman, Brian Gallup voting for.

Motion by Mr. Evans to approve Discussion and Possible Approval of Retroactive COVID Bonus. Second by Ms. Bullshoe. Public participation/Board discussion: Ms. Yellow Owl stated that following discussion and approval at the last meeting, she realized that the bonus was not approved to be retro back from March 16 to May 5, also Ms. Yellow Owl noted that a lot of essential staff accumulated a large amount of personal leave during this time. Because the board feels all staff are needed in the district, they have checked into offering a bonus in place of earning personal leave. Ms. Yellow Owl shared an email from Cara Flath from OPI on use of the Cares Act money which allows the board to authorize a retroactive bonus in place of earning more personal leave. Superintendent Hall stated that the estimate of bonuses will equal \$100,000.00 from May 6 to June 3. The Browning School District received \$937,000 plus for elementary and \$366,000 in high school. Ms. RidesAtTheDoor asked if the bonus is for all staff. Ms. Yellow Owl stated that it is for essential staff that worked at the school every day. Ms. Yellow Owl also stated that the board members went on record to allow the personal leave hours to be used the same as annual leave. Mr. Salois stated that from March 16 to June 3 the cost is \$122,000.00 based on the hours people worked each week. Ms. Bremner stated that “essential only” means that in some positions someone must come in to work at the district. Ms. Bremner stated that the school board also put out a directive that as few people as necessary work in essential positions and people should not be in working regular duties that are nonessential which means the work does not have to be done right now; people need to be

limited working in buildings. Example: there should not be 20 people handing out student packets when 3 can do the work. Ms. Yellow Owl asked the board to consider retro bonus pay from March 16 to May 5 and from May 6 to June 3 for all essential staff working in the buildings to receive bonus pay and staff won't receive personal leave any longer. Ms. Bremner suggested that, instead, staff be offered to take bonus pay from March 16 to May 5 or keep the personal leave they have accumulated. Ms. Bremner asked Superintendent Hall to clarify why teachers are not listed as essential. Superintendent Hall stated that all staff are essential but the positions listed as essential are deemed vital. Ms. Yellow Owl asked that staff who earned personal leave be given a timeframe of 2 years to use the leave. All Board agreed. No further discussion. Motion passed 8-0 with Donna Yellow Owl-Chair, Wendy Bremner, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff, Rae TallWhiteman, Brian Gallup voting for staff to be offered to take bonus pay from March 16 to May 5 or keep the personal leave they have cumulated to date and staff who earned personal leave be given a timeframe of 2 years to use the leave.

Motion by Ms. Bremner to approve Contract Modification- Maureen Stott, Increase in Contracted Days 2020-2021 (\$8,400.00) and Salary Increase - Stacy Edwards 2020-2021 (\$3,355.00). Second by Mr. Evans. No public participation. *Board discussion:* Superintendent Hall stated that the contract for Maureen Stott is going from 215 to 260-day contract; with this change Ms. Stott will lose a large portion of her daily rate of pay but she has agreed to this because she feels special education should run year round in order to get IEPs and other work completed. Stacy Edwards took over the districts' funds from the county and there is an additional amount of work that she has taken on. Ms. Edwards will continue to work with the county on taxes and retirement and will now reconcile monthly with the BPS bank and continue to reconcile with Black Mountain, receipt revenues through the bank, and provide information and data for bonds, ensures investment accounts are followed and investments are accurate. Ms. Croff asked if her duties listed are directly related to BPS taking their money from the County. Superintendent Hall stated that her duties are related to changing from County and also stated that she offered to bring another person on board to help in the business office but Ms. Edwards decided it would take too long to train someone and her staff could take on the extra duties. Ms. Bullshoe stated that the special education director puts a lot of hard work in to the district for the children who are always brushed aside and felt that Ms. Stott should be allowed to keep all her salary. Superintendent Hall stated that it would increase that position to a daily rate that is more than the superintendent makes and Ms. Stott did agree to this. Ms. Bremner agreed with Ms. Bullshoe and felt that the district is getting a deal with Ms. Stott. Ms. Bremner stated that is Ms. Stott wants to reconsider she can do so. All board agreed. No further discussion. Motion passed 8-0 with Donna Yellow Owl-Chair, Wendy Bremner, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff, Rae TallWhiteman, Brian Gallup voting for.

Motion by Mr. Evans to approve the following items: Extended Contracts-SBE Committee 2020 (\$11,702.40); Extended Contracts- IEFA-BNAS Committee 2020 (\$29,275.20); Staff Appreciation 2019-2020 (\$5,000.00); Agreement between Altacare and BPS 2020-2021; Aperature-Devereaux Student Strengths Assessment-DESSA 2020-2023 (\$29,543.00); On Route Schedule 2020-2021; Permission for Cut Bank School Bus to Enter District 9, on Route 1 Sweetgrass 2020-2021; Permission for Heart Butte Bus to Enter BPS District 9 Route #1 Little Badger 2020-2021; Permission for Heart Butte Bus to Enter BPS District 9 Route #2 Old Agency 2020-2021; Purchases Over \$10,000.00; District Claims Check #430574 - 430734 (\$1,508,276.40); Student Activities – None; Additional Pays/Payroll. Second by Ms. Bullshoe. *Public participation/Board discussion:* Ms. Yellow Owl noted that item f is to increase the 2019-2020 staff appreciation budget by \$5,000 for jackets for staff. Billie Jo Juneau stated that DESSA will be used by the homeroom teachers/advisory doing test 5-8 minutes, 6 weeks into school year and can determine where student strength and weakness will be. Motion passed 8-0 with Donna Yellow Owl-Chair, Wendy Bremner, James Evans, Kristy Bullshoe, Mistee RidesAtTheDoor, Brenda Croff, Rae TallWhiteman, Brian Gallup voting for.

Personnel: None.

Legal: None.

Motion by Ms. Bremner to adjourn at 6:34 p.m. Second by Ms. RidesAtTheDoor. Motion passed.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Donna Yellow Owl, Board Chairperson

_____ Stacy Edwards, District Clerk