

Special Board Minutes (Draft)

Wednesday, May 6, 2020 @ 12:00 p.m.

Administration Conference Room

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

Ms. Yellow Owl called the meeting to order at 12:05 p.m.

Public Comment: None.

ITEMS OF DISCUSSION

Staff Appreciation: Ms. Yellow Owl stated with the changes and school closing there was no gathering for to appreciate staff and felt that there should still be a gift given for all employees. Mr. Evans stated that he like the coat or sweater idea. Superintendent Hall stated that she suggested a specific coat and has asked all directors to get staff sizes. Ms. Bremner felt that because the board budgeted money for this, all staff should be sent a gift basket with snacks or selfcare items to utilize the money budgeted. Ms. Yellow Owl stated that these jackets will cost \$55.00 and there are approximately 420 staff. Superintendent Hall will check on the cost of item and budget and see what can be done. Mr. Salois stated that they will purchase pendletons for staff retiring after 20 years with district.

ITEMS OF ACTION

Approvals-Option for Remainder of School Year for COVID 19: Ms. Yellow Owl stated that personal leave plus pay is adding up fast and asked for options to eliminate costs. Mr. Salois stated from March 17 to April 16 +/- for classified the cost to date is \$85,732.00 and certified is \$91,575.00. If the district goes through June 3, at this rate, it will cost the district \$437,230.00 and with some teachers working now, it will increase. Superintendent Hall stated that MTSBA legal opinion is that staff can earn this as personal leave only; not annual or sick leave. The personal leave can be used like annual leave; and the district can offer a bonus. Superintendent Hall recommends to go with option 3 for a bonus if the board wants to give extra incentive and noted that it will be above and beyond what staff are already getting paid. Board members supported option 3: bonus based on dollars per week. Mr. Salois noted that with the maximum amount paid, the total cost will be \$213,000 if everyone works 40 hours. Mr. Salois stated that the bonus is for staff who are clocking in/out and working every day in the district, i.e. secretaries, custodians, essential staff, some teachers, some professional technical. Ms. Bremner stated that they need to focus paying the bonus to staff who are coming in to work, because their job is essential, and make it clear that people should not be at work if they don't need to be there. Also, they should not be coming in just to earn the bonus. Mr. Salois stated that he does go to work as needed and he does not expect to take the bonus. Ms. Yellow Owl stated that essential staff was clarified 5-weeks ago, i.e. cooks, drivers, secretaries, maintenance, some administrators/professional technical to keep the buildings functioning and agreed with Ms. Bremner that this needs to be clarified again to all staff. Ms. Yellow Owl stated that food service still has limited people working and we need more cooks. Ms. TallWhiteman suggested to look at the minutes to see what positions are essential and noted that the district wants to keep essential people working because they earned it and deserve it but if personal leave continues to build, they won't ever get to use it. Also, Ms. TallWhiteman felt that the focus should be on the people who are keeping the district running during this time. Mr. Gallup stated that the board all agrees with this and asked if teachers get paid extra for going into to work at the school. Superintendent Hall state no, they are not paid extra. Mr. Gallup asked where the expense is coming from for certified staff if they are not being paid extra. Superintendent Hall stated that in the MOU it does say certified staff have to work when called in. Mr. Gallup suggested having staff in to work by staggering their work days for social distancing. Mr. Evans felt that bonus numbers should be realistic calculations and suggested a bigger bonus. Ms. Bullshoe agreed. Superintendent Hall stated that the bonus is pay above their regular weekly pay. Mr. Evans stated that you can see, out in the community, what the drivers, cooks, secretaries, i.e. essential staff, are doing; they play a big role in keeping the district going. Ms. Croff agreed and asked if option 1 means giving leave to all who are coming in to work. Mr. Gallup stated that certified is not being paid extra and that makes a big difference, \$250,000.00. Superintendent Hall will look at their MOU. Ms. Bremner stated that food service

cannot get people to come in and work and the district needs to make it clear that, no matter who it is or what they do, they should get the bonus if they are coming in to work, because the purpose was to get people in to work if needed. Ms. Bremner felt that they need to say what jobs are essential and that is how they will get the bonus. Ms. Yellow Owl stated that the classified MOU states that if your supervisor calls you and say they need you, they are required to come in to work; they cannot say no. But the problem is they are not doing what the MOU says and felt that the bonus will turn things around. Ms. Yellow Owl suggested a bigger bonus; essential workers place themselves out there. Ms. TallWhiteman agreed and stated that the board never said it would be anything other than essential jobs being paid; they are keeping the schools open. Ms. Yellow Owl stated that it looks like the board is going with option 3, but wants the bonus increased and suggested changing the scale to the following: 40+ hours = \$250 per week; 20-39 hours = \$200 per week; 10-19 hours = \$150 per week; 5-9 hours = \$100 per week. Essential staff noted; Maintenance, security, custodial, cooks, transportation, secretarial, technology, and finance are essential. Ms. Yellow Owl stated that the bonus is for essential jobs and essential administrators coming in to work in the district. All board agreed. Mr. Gallup motioned to approve as agreed. Second by Ms. Croff. Ms. TallWhiteman clarified that this is for all administration office staff and administrators that are coming in to work. Superintendent Hall stated that the business office staff are doing a lot of work at home and asked if they can be paid. Ms. Bremner stated that the bonus should not apply to people working at home because the board is giving this as hazard pay. All Board agreed. Ms. Yellow Owl asked how they know that people are at home and working; do they call in and say they worked this number of hours. Superintendent Hall stated that they fill out timesheets and are approved by the superintendent. Attached is bonus schedule: Essential workers: Food Service, Transportation, Maintenance, administrators, administration building employees and secretaries...from today (May 5) - through June 3, 2020 the board has agreed to pay bonuses (on top of paycheck that is already paid) with changes. (For those staff that are not essential, you are welcome to help in the food service department preparing food or helping deliver it.) 40+ hours = \$250 per week, 20-39 hours = \$200 per week, 10-19 hours = \$150 per week, 5-9 hours = \$100 per week (In order to be eligible for the bonus the work needs to be done in the building, on campus, in the essential areas not from home). Personal leave was granted previously for essential workers from March 16, 2020 - May 1, 2020. Personal leave can only be used as annual leave. Motion passed 7-0 with Donna Yellow Owl, Kristy Bullshoe, Brenda Croff, Wendy Bremner, Brian Gallup, James Evans, Rae TallWhiteman voting for.

Motion by Ms. TallWhiteman to adjourn at 12:45 p.m. Second by Mr. Gallup. Motion passed.

Respectfully submitted:

Carlene Adamson, Board Secretary

Donna Yellow Owl, Board Chairperson

Stacy Edwards, District Clerk