

Regular Board Minutes (Draft)
Tuesday, December 13, 2016 @ 12:00 p.m.
Browning Middle School Library

There was no quorum at the 12:00 p.m. session for recognitions and presentation by the middle school.

Board members present: James Evans.

Julie Hayes introduced the Middle School Drum Group who was directed by Arlan Edwards to perform the flag song.

Student Recognitions: Ms. Hayes introduced the National Junior Honor Society and commended each for working hard planning activities in the school and the community. These students give a lot of their personal time to community service: Angel Kennerly, Rosalea Gray, Arena Matt, Joyce Kemmer, Jade DustyBull-Grant, Jillann Surechief, Brianna Polk, Ashton Flammond, Lawrence Birdrattler.

Community Recognition: Jade Ackerman was commended by Ms. Hayes for all that she does for all children in the community through the Honor Your Life Program. Ms. Ackerman stated that she will have a male intervention group starting up soon and commended the Facilitators of the group for donating all of their time to the group. Facilitators: Velden Calica, Tony Carlson, Terrance LaFromboise, Ken Birdrattler, Jerry Racine.

Staff Recognition: Ms. Hayes commended Sheri Stock for working many, many hours to help students with community service.

The SRI Group was recognized by Ms. Hayes for working consistently to improve strategies and data: Violet Sinclair, JoAnn Powell, Sharon Tucker, Erin Gilham, Ron Tucker, Andrea Evans, Laura Monroe, Jodi Goss.

Billie Jo Juneau recognized staff that has worked hard to implement the Olweus Bully Plan over the past year in the middle school. Ms. Juneau stated that this group has worked hard to get their programs in place: Kim Tatsey-McKay, Brian Suttle, Kylie Black.

Middle School Presentation: Ms. Hayes reviewed the middle school plan for improving instructional plan 2016-2017 school year: action plan, walkthroughs, data base decision making, community-family involvement, instructional framework, and intervention classes. Violet Sinclair reviewed data and goals from the ISIP test. Meeting concluded at 12:42 p.m.

Ms. Bremner called the meeting to order at 5:00 p.m.

Present: Wendy Bremner-Chair, Brian Gallup, Steve Conway, Brenda Croff, James Running Fisher, James Evans. **Absent:** Kristy Bullshoe, Velden Calica.

Approval of Minutes: Motion by Mr. Conway to approve regular board minutes 11/30/16 with no changes. Second by Ms. Croff. All in favor/Motion carried.

Approval of Agenda: Motion by Mr. Evans to approve the agenda with the following changes: remove recognition of Ms. Keenan to next agenda and remove from approvals item a. Billmans Inc. Install Flooring in Hallway at Buffalo Hide Academy (\$7,499.99) and remove Termination Hearing-Kaziah TalksAbout. Second by Ms. Croff. All in favor/Motion carried.

Public Comment: Amy Andreas, BHS Human Rights Club, discussed the student trip request to Washington, DC. The students have been invited to DC in March for 1-week to visit the Sidwell High School to develop a long term exchange between them and BPS about Native communities on human rights, and social issues, and connect with them on larger problems in society today. Ms. Andreas stated that Sidwell is an exceptional high school, and

is well established and the students can get involved and make some good connections. BHS students want to host them sometime as well. The high school students have been working hard to get their arrangements made to get to DC. Ms. Andreas introduced high school students that are involved in this club; Dylan Running Crane, Lauryn Johnson, and Daelan Cobell Dylan is making a small documentary about youth in Browning to show in DC.

Community Recognition: Julie recognized Officer Brian Higgins and commended him for being at school during his free time and having monthly activity for students with referrals. Officer Higgins talks about proper internet use and talks to kids that may be in trouble. Mr. Higgins is a fantastic role model for our kids.

Staff Recognition: Mr. Rouse recognized Malcolm Hagberg. Mr. Hagberg has worked for the district for 30 years in maintenance, custodial, facilities and security and has been the right hand man for the superintendent. He is dedicated, he has a good sense of humor, and he has a lot of compassion for people; he is very inspirational. Ms. Bremner stated that it is sad to see Malcolm leave the district, but he has done a wonderful job for the school district, and he will be missed.

ITEMS OF INFORMATION

Building Reports: Ms. Bremner acknowledged the following building reports: KW/VC-Tonia Tatsey, Napi Elementary-Sicily Bird, Middle School-Julie Hayes, Babb Elementary-Billie Jo Juneau, High School-John Salois, Big Sky/Glendale-Billie Jo Juneau, Alternative Schools-Matthew Johnson, special Services-Jill Mattingly, Parent/Community Outreach Program-Carrie Hirst, NAS/MBI/Olweus-Billie Jo Juneau, Good Medicine-Kim Tatsey. *Discussion:* Ms. Bremner thanked Ms. Hayes for the noon presentations with the choir and band. James stated could not load a couple reports. Ms. Bremner thanked principals for the monthly data and noted ISIP gains made since September; literacy is on track and 6th grade exceeded their goal. Ms. Bremner stated that she is glad to see Violet Sinclair at BHS and hopes to see gains there; Trauma Informed Team trainings are excellent as they cover culture and trauma; IEFA is getting up and running. No further discussion.

Superintendent's Report

Superintendent Update: Jeri Matt stated that hiring consultants are requirements of grants; some principals chose math and some chose literacy; the MSRP consultant works with middle school through the grant; there are 3 OPI representatives for PD; this is SFA review and research year and the consultant is in the district now; MPDG state grant for preschool students has 3 consultants. BPS has a lot of help, lots of PD, and lots of expertise providing constructive feedback. Mr. Rouse reported on the facilities committee report stating that there is a long list for maintenance. Ms. Croff asked how many workers are in maintenance. Richard Sanchez stated that he has 6 on staff with 1 out on leave right now. Mr. Sanchez stated that this is not enough staff for his department; there were 3 out sick yesterday. Mr. Sanchez is working on getting heat in the middle school and the Napi all day with only himself and one other person. Mr. Rouse stated that it is stressful, and Mr. Sanchez is the point man. If things aren't working right the district goes to Mr. Sanchez. Mr. Sanchez stated that maintenance does a lot of good but everybody sees the bad and also stated that it is a thankless job. Mr. Conway stated that unless our guys are taught how to use the program it is hard...they need to learn the program. Malcolm Hagberg stated the big issue is that the middle school gym needs to be replaced. His crew is working on 2 gym floors, and they can't find the time to work on the gym floors because of all the activities. Mr. Hagberg stated that he has to go out and find people to work; nobody wants to work because of the Cobell money and next month it will be income tax, He cannot find subs. Mr. Hagberg stated that he has a list of about 20 subs, but none want to work; he even gives rides to get them to work and drives from house to house looking. Mr. Conway stated that they need maintenance men, janitors, and cooks, and there are no subs. Mr. Hagberg stated that they are using the same subs for cooks and janitors. Nor further discussion.

New Policy-2nd Reading-Flexibility Policies: Proficiency Based ANB; School Safety; Multidistrict Agreement; Flexible Instruction Licensing; Coop Purchasing; Levy for IDEA; Adult Education; Meal Charge. No Discussion.

Policy #5336 Overtime/Classified Employees: Mr. Evans asked if the language on comp time was changed. Mr. Rouse stated that it was changed and also approval of overtime by the superintendent was changed from superintendent to supervisor to approve overtime and noted that if there is a supervisor allowing too much overtime, the superintendent will deal with it.

Review Policy #2121R Line of Authority: Mr. Rouse noted that there are a combination of position changes based on what the board has requested; Good Medicine Director is under Alternative Programs because of the Trauma Informed Program/s; all directors will report to the Superintendent for evaluations. Option 2 part-time principal for Babb and Colonies that will be part-time at Browning Elementary. Option 1 shows Babb and Colonies plus support programs to create a fulltime position. Option 2 shows that the programs under BillieJo Juneau would go to the Good Medicine Program Director (MBI/Olweus/Bullying) and create a Native American Studies/Blackfeet Language Coordinator. Ms. Croff asked if facilities is a new position. Mr. Rouse stated yes and it would be advertised as well as the position for BHS assistant principal and BES principal. The Babb/Colonies principal position will be halftime as it does not warrant a fulltime position. BES and KW/VC shares an assistant principal but there is too much work and they cannot prioritize and deal with situations. They do need an assistant position. Mr. Gallup noted that it is all about the budget when creating new positions. Mr. Rouse stated that maintenance may need more people, but it is about accountability. Mr. Sanchez can use his phone to find where his staff is at all times. Richard can provide data on work orders; open & complete, etc. Ms. Bremner stated that she likes both options and the new positions and felt that the differences can be discussed by administration to figure out details. Mr. Conway asked Mr. Rouse if he is putting Jason Andreas in HR. Mr. Rouse stated that there was an Assistant Superintendent position that he tried to fill with Mr. Andreas as he believed he could get certified right away but Mr. Andreas said the 2013 rules changed and they don't count the degrees he has. Mr. Rouse stated that he called it an Executive Director position but that was not feasible and cannot happen and has changed it back to a director level to narrow the scope. All personnel issues will be handled by Mr. Andreas. If there is a student issue Mr. Rouse will handle those; there will not be a middle step, just the Superintendent. Mr. Conway asked if there will not be an Assistant Superintendent. Mr. Rouse stated that he is not recommending to fill that position. Mr. Conway asked if the superintendent is gone for a while what happens. Mr. Rouse stated that he stays in touch by cell phone but when he is gone, he will designate Jason Andreas, Jeri Matt or another director. Mr. Conway felt that someone would have to step in and also felt that the maintenance issues have not been worked out. Ms. Croff asked why there would be a position for Director of Facilities instead of creating more fulltime positions in maintenance and also asked what that person will be doing that would be greater than what hiring more people would do. Mr. Rouse stated that Ms. Croff would have to discuss those issues with other board members that have requested to fill the position of facilities director. Mr. Rouse stated that he has spent days working with boiler issues and not doing observations in the buildings. The district needs a person in a director position that can do these things. Ms. Bremner stated that Mr. Rouse eliminated the director position because he felt he could do both. After discussing this issue during the superintendent's formative evaluation, they felt that there has been a lot of pressure put on Malcolm Hagberg and Richard Sanchez that have created more problems. Board members feel that the district needed a director position because Mr. Rouse does not have the time to be that person. Ms. Croff stated that maintenance and custodial cannot find subs and asked how it will work by not giving them more people but adding a boss. Ms. Croff felt that the district needs to add more permanent positions; two positions in place of a director at \$80,000. Mr. Running Fisher asked what the salary will be for a director. Jason Andreas stated \$60,000 to \$70,000. Mr. Conway stated that it will be higher if hiring an engineer. Mr. Evans asked how long the electrician has been advertised. Mr. Andreas stated 2 months. Wayne Hall stated it is not just these positions with problems. He is having the same problems with bus drivers and no subs. Mr. Hall stated that as long as there is money out there the district cannot find the people to work. Mr. Rouse stated that this issue can be brought back to the board for further discussion in January.

NIISA Report: Mr. Gallup commended BPS staff that presented at the NIISA Conference on Trauma. NIISA was very impressed on their presentations; they were very professional. Lott and Robinson left NAFIS and Marilyn Hall will be acting director and hopefully will become director. IA issue is appropriations which will change over next two years; BPS is at 60% Lot. If we budget well bps can absorb that. State of Montana will cut money; the Secretary of Education is all Charter/Private that will be funded from public schools. The continued resolution will be back up in April. BPS will let military lead our position in Republican House. Language in the new ESSA has equalization language; they will take some of all title monies. Ms. Bremner asked everyone to tell our congressional leaders how all of this will affect our school. Ms. Bremner stated that there were a lot of presentations at the NIISA Conference that were about trauma; BPS group is already presenting on what we are doing to move in the new direction. Mr. Running Fisher commended staff for doing an excellent job with their presentation on trauma; BPS presentation was so unique that it made our school look good. Congratulations to

Brian Gallup for his position on the NIISA board. Matthew Johnson stated that it was an honor to present at NIISA and noted that he was not aware of the scope and size of the conference; the Browning School Board was very supportive and has people looking up to them to lead the way.

Fair Labor Standard Act: Jason Andreas stated that this is not good for rural communities or Browning. He has tried to find way around it but there is none. Nonexempt (classified) positions have to be paid overtime. Certified teacher are exempt from this act. Weighted overtime is 1 ½ times their rate of pay and if we pay overtime we quickly exceed our annual budget. If we allow one nonexempt position to coach, we have to allow everyone the same opportunity; 79% of BPS budget is going to staff wages. Volunteers must also be compensated for time spent and weighted overtime after 40 hours per week; exempt positions can volunteer and not be paid. Mr. Andreas noted that there are substantial penalties if in violation of FLSA and BPS has never been cited for FLSA violations. Ms. Bremner noted that she reviewed the FLSA information and a lawsuit can cause the district millions. Ms. Bremner suggested talking to congressional leaders and telling them how this law impacts the community; talk to Senator Whitford and ask her to help start a bill.

Resignations: Superintendent Rouse accepted the following resignations Iris Sharp, Assistant Cheer Coach, High School, Effective 11/30/2016; Jaton Bullshoe, Bus Driver, Transportation, Effective 11-30-16 and Katie McDonald, Volleyball Coach, Middle School, Effective 12-5-16. No discussion.

ITEMS OF ACTION

Hiring: Motion by Mr. Evans to approve the following hiring pending successful background check/drug test: Candace Tucker, Teacher, Napi Elementary 2016-2017 (\$20,755.00 Salary is pro-rated); Thomas White, Wrestling Coach, Middle School 2016-2017 (\$860.00); Sarah Kuka, Part-Time Assistant Cook, Food Services-Middle School. Second by Mr. Conway. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Gallup to approve hiring Katie McDonald, Assistant Cheer Coach, High School 2016-2017 (\$2,064.00). Second by Mr. Evans. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve the following hiring pending successful background check/drug test: Ellen Baker, Bus Driver, Transportation; Brian WeatherWax, Bus Driver-Transportation and Louis Kicking Woman, Bus Driver, Transportation. Second by Mr. Gallup. No public participation. Board discussion: Mr. Evans thanked Wayne Hall for working hard to find more bus drivers. All in favor/Motion carried.

Contract Service Agreements: Motion by Ms. Croff to approve the following contract service agreements, pending successful background check: Jackie Beyer, Certified Tutor Supervisor for the 21st Century Tutoring Program (\$2,250.00); Andrea Evans-Afterschool Stanford Research Institute (SRI) Collaboration Meetings-Elem (\$2,682.00); Erin Gilham-Afterschool Stanford Research Institute (SRI) Collaboration Meetings-Elem (\$2,682.00); JoAnn Powell-Afterschool Stanford Research Institute (SRI) Collaboration Meetings-Elem (\$2,682.00); Jodie Goss-Afterschool Stanford Research Institute (SRI) Collaboration Meetings-Elem (\$2,682.00); Laura Monroe-Afterschool Stanford Research Institute (SRI) Collaboration Meetings-Elem (\$2,682.00); Ron Tucker-Afterschool Stanford Research Institute (SRI) Collaboration Meetings-Elem (\$2,682.00) and Violet Sinclair-Afterschool Stanford Research Institute (SRI) Collaboration Meetings-Elem (\$2,682.00). Second by Mr. Conway. No public participation. Board discussion: It was noted that these CSA's are paid by grants. All in favor/Motion carried.

Motion by Mr. Gallup to approve the following contract service agreements, pending successful background check: Brenda Johnston-Afterschool Stanford Research Institute (SRI) Collaboration Meetings-BHS (\$2,682.00); Cheryl Tailfeathers-Afterschool Stanford Research Institute (SRI) Collaboration Meetings-BHS (\$2,682.00); JoAnne Grandstaff-Afterschool Stanford Research Institute (SRI) Collaboration Meetings-BHS (\$2,682.00); Sharon Tucker, Afterschool Stanford Research Institute (SRI) Collaboration Meetings-BHS (\$2,682.00); Travis Miller, Afterschool Stanford Research Institute (SRI) Collaboration Meetings-BHS (\$2,682.00); Melody Small-Afterschool Stanford Research Institute (SRI) Collaboration Meetings-BHS (\$2,682.00) and Violet Sinclair,

Afterschool Stanford Research Institute (SRI) Collaboration Meetings (\$2,682.00). Second by Mr. Evans. No public participation. No board discussion. All in favor/Motion carried.

Out of State Travel: Motion by Mr. Conway to approve out of state travel for Roger Zentis-Janet Guardipee, Future of Education Technology in Orlando, Florida (\$6,030.00) and Amy Andreas and BHS Human Rights Club, Sidwell Friends School in Washington, DC. Second by Mr. Evans. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve out of state travel for Wayne Hall, Transporting Students with Disabilities & Preschoolers Conference in Frisco, Texas (\$3,636.16) and Brian Gallup-NAFIS Winter Board of Director's Meeting in Austin, Texas (\$371.92). Second by Mr. Conway. No public participation. No board discussion. All in favor/Motion carried.

In State Travel: Motion by Mr. Evans to approve in state travel for Corrina Guardipee Hall, Montana Association of Elementary and Middle School Principal Educational Leadership Conference in Great Falls, Montana (\$918.00). Second by Mr. Conway. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Gallup to approve in state travel for Jeri Matt, Matthew Johnson, Jennifer Wagner, BillieJo Juneau, Everett Holm, OPI Assessment and Data Conference in Missoula, MT (\$480.00 each); John Rouse, Basketball Tip-Off Tournament in Missoula, MT (\$270.32) and John Rouse, Montana Quality Education Coalition in Helena, MT (232.80). Second by Ms. Croff. No public participation. No board discussion. All in favor/Motion carried.

Approvals: Motion by Ms. Croff to approve the following items: Create Personal Care Attendance KW Bergan (\$18,102.00); Personal Care Attendance Vina Chattin Elementary (\$18,102.00) and Personal Care Attendant Napi Elementary (\$18,102.00). Second by Mr. Evans. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Conway to approve the following items: Scholarship from Millbrook Rotary Foundation; Vocational Rehabilitation and Blind Services-Pre-employment Transition Services to Students with Disabilities; New Job Description for Activities Secretary Job Description-Move to Lane 3 on Classified Salary Scale (\$226.00) and Position Reclassification-Blackfeet Academy Program Secretary to School Secretary. Second by Mr. Gallup. No public participation. Board discussion: Mr. Conway asked several times if the administration has met with the union and if it is okay with them to change the lanes for these positions. Mr. Conway stated that these are bargaining things. Jason Andreas stated that the administration has 100% support from the union on these changes. Mr. Andreas stated that both of these positions are doing much more than they were in the past. Ms. Bremner asked if there is no change in salary. Mr. Andreas stated no changes. No further discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve the following items: Create New Position-Special Services TA (Speech-Language Aid III); Revised Temporary Employment Compensation Schedule; Substitute Eligibility List 2016-2017; No Kid Hungry Shared Cost 2016-2017; 2016-2017 Business Office SOPs and Testing With Integrity-Drug and Alcohol Agreement 2016-2017. No public participation. Board discussion: Mr. Evans asked why the drug testing policy is on the agenda again and noted that the district was asked to bid this item. Jason Andreas stated that the district has advertised for vendors and one has already signed up and the administration is asking to approve Testing With Integrity so that he is available only if we need him. If the agreement is not in place, we won't be able to have students drug tested right away. No further discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve the following items: Testing With Integrity 2016-2017; Swank Enterprises - Change Directive #10 - 2015 Miscellaneous Summer Projects and BES Heating Upgrades - Vo-Ag Building; Purchases Over \$5000.00; District Claims Check #413591-#413763 (\$673,338.20); Student Activities Claims Check #701051 - Check #702572 (\$2,775.67) and Additional Pays-Payroll. Second by Ms. Croff. No public

participation. Board discussion: Mr. Rouse explained that the Swank change order is mostly for electrical in the shop and includes heating at BES. No further discussion. All in favor/Motion carried.

Motion by Ms. Croff to adjourn at 6:55 p.m. Second by Mr. Conway. Motion carried.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Wendy Bremner, Board Chairperson

_____ Stacy Edwards, District Clerk