

Regular Board Minutes (Draft)
Tuesday, June 14, 2016 @ 5:00 p.m.
Administration conference Room
Hosted by Child Nutrition/Warehouse/Maintenance

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

Ms. Bremner called the meeting to order at 5:00 p.m. The school board acknowledged the family of Delores Bird with condolences. Ms. Bird was devoted to the students and the school of this community and will be truly missed.

Approval of Minutes: Motion by Mr. Conway to approve the 5/25/16 Regular Board Minutes with no changes. Second by Ms. Croff. Motion carried.

Approval of Agenda: Motion by Mr. Gallup to approve the 6/14/16 board agenda with the following changes: remove David Richter from Hiring and remove Extended Contract for Corrina Guaripee-Hall from Approvals. Second by Mr. Calica. Motion carried.

Public Comment: None.

Staff Recognition: Lynne Keenan recognized Child Nutrition Staff members Ed Horn and Stephanie Blackman. Ms. Keenan stated that both are excellent in their jobs as head cooks and they are on time to work every day. Ms. Keenan commended both for promoting leadership and for producing excellent meals for the students.

Richard Sanchez recognized maintenance staff Michelle Guardipee, Kyle Coursey, Loren Croff, Gabriel Running Crane, Calvin Racine, David Knopfle, Anthony Horn, Malcolm Hagberg. Each have stepped to help when needed. Mr. Sanchez thanked all for doing what they do for the district.

Sicily Bird recognized the 4th grade team for meeting ISIP goals throughout the school year: Victoria Guardipee, Tracy Momberg, Genevieve Bragg, Brandon Berthelson, Dana Bremner, Autumn Gilroy.

ITEMS OF INFORMATION

Building Reports: Ms. Bremner acknowledged the following building reports and noted that all have outstanding gains in their schools. Each were commend for doing a great job this year and for helping students make those gains.

Maintenance Presentation: Richard Sanchez stated that his crew is working on accountability and will be turning in log in sheets with work order requests daily. Their work is based on work orders from each school. They will be cleaning out the Vo-Tech and weight room this summer and he has hired 3 grounds keeping staff who will work until August 1 on summer projects: grounds keeping, painting, etc. Gabe Running Crane will be working with the summer staff. Ms. Bremner thanked the maintenance staff for response to the public complaints to show that they are working.

Child Nutrition: Lynne Keenan gave the trustees handouts on school meals/options; salad bar/vegetables; and reviewed activities for the summer lunch kick off at the middle school where the fed 358 kids. The summer meal programs have or 14 sites and are serving over 1,000 kids per day, i.e. breakfast, lunch, supper. The supper program was changed to KW Bergan and was announced on the local radio station, the marque, the local paper and handouts. On the Internet is an app where travelers can stop in towns in Montana and feed their kids. Each site is required to be state approved by OPI. Ms. Keenan reviewed the states (OPI) and (Child Adult Care Nutrition Program (CFCAP) requirements for the school nutrition programs of which each head cook provides to her every day. Ms. Bremner asked how often any school is over or low on food. Ms. Keenan stated we are always over because the quantity is based on attendance. When there is extra food, it is used the next day as a second choice in the building. If a building is short on food, she is called and she will make sure that there is extra food

brought to the building. However, at the high school, they may run out of one of the items but they never run completely out of food. Ms. Bremner asked if they are consistently short on one item, do they adjust to make more. Ms. Keenan stated yes, and noted that the food and salad bar are there for kids to have as seconds. The District uses a 6 week cycle menu; meal patterns are required to be followed for portion sizes and are reviewed by OPI, as they are a regulation. The fresh fruit and vegetable program is for elementary students until the entitlement runs out. BPS is an “offer vs serve” school, offering 5 components which makes it the kids choice to say they don’t want an item; but they must have at least 3 items on the tray for it to be reimbursable. Summer lunch schedule is subject to change pending state approval and is regulation for schools snacks and beverages. BPS qualifies to feed all students free because of low income, breakfast is \$1.99; lunch \$3.15; after school snack 0.84. Mr. Conway how much extra is the district budgets each year for food service. Ms. Keenan stated it was over \$800,000, she has brought down but considerably, and she is looking at it being under \$100,000 for 2015-2016, which also paid for equipment. Our cooks are required to take HACCP, a food safety training, and they are required to fill out forms for this. Cooks also attend training on serving sizes that are required by OPI. Ms. Keenan stated that she will do a presentation on the rules for the lunchroom at a later date. Ms. Bremner asked for the rules or regulations; Ms. Keenan will provide these. Principals will meet with Ms. Keenan regarding after school meals. Napi and Browning Elementary are considering breakfast in the classroom has benefitted the middle school and high school. Ms. Keenan invited everyone to be involved in the Community Garden and stated that the school does need the Greenhouse. These can be educational field trips for the classrooms. The ‘Farm to School’ has planted about 80 trees at the greenhouse. Ms. Keenan has asked Carolyn Zuback about growing native plants at the greenhouse, i.e. berries, fruits, roots, etc., which are important as language and native activities. They have put approximately \$8,000.00 in grant funds into the greenhouse. Mr. Rouse stated that they replaced the fiberglass panels but the heating system does not work properly and they are providing starter plants. Ms. Bremner asked if there was discussion to replace the greenhouse. Mr. Rouse stated that there is. Ms. Keenan is looking at incorporating native games into the summer lunch. Ms. Keenan works with Whitefish to provide fresh produce for the backpack program so that kids can take fresh foods home along with toiletries, which is done through fundraising. Ms. Keenan stated that this is a very private program for the students and she donates her time to deliver the backpacks to the homes. Mr. Running Fisher asked if the district donates. Ms. Keenan stated, no, it is donations and some employees give \$1.00 from each of their paychecks for the program. Ms. Keenan stated that the food pantry helps with this program but there are not enough volunteers and asked the board to consider to volunteer. Mr. Running Fisher asked the board to think about the district putting money into this program for needy people. Mr. Gallup stated that if allowed to subsidize this program, it will take funds from the overall budget. In answer to questions regarding using the local commodity program, Ms. Keenan stated that the school uses USDA commodities and does not know whether we can use the local commodity program. The local community food bank and the state food program provide a large amount of food for this program. Ms. Keenan utilizes the colonies for fresh produce and can also buy beef and use buffalo, the buffalo is free. Ms. Keenan stated that the new position will provide support to her to do what she is doing, right now she is basically managing seven restaurants with tons of paperwork, required monitoring by the state, reviewing, managing production reports, checking quality and quantity every day, Copy Center, postage, catering in the district, food bank, No Kid Hungry program. Each of these programs has created more paperwork and monitoring The No Kid Hungry program has given the district \$30,000.00 for equipment. Ms. Bremner stated that there are always complaints about food service and the new position will make things easier for Ms. Keenan to be able to follow up on complaints. Mr. Andreas noted that Ms. Keenan also fills in at any of the kitchens that need a sub and helps feed 2000 kids everyday 3 times a day. Ms. Keenan stated that OPI will have a summit in Browning September 28, with No Kid Hungry and the governor will be in attendance at the new hotel. Board members will be returning from DC early that day and hope to attend.

Superintendents Update: Mr. Rouse reported that the early Kindergarten and Immersion program have shown excellent results for their first year; SBE committee is very busy creating around the writing framework; Summer school is up and going; the summer nutrition program has been busy; SB410 passed allowing money to be donated through taxes and give to private schools for tuition; negotiations is complete for certified and on the agenda for approval; classified still ongoing but insurance is an issue; Emergency Crisis training is taking place today at BES; Mr. Rouse is in Helena for MPDG for preschool. Tim Peterson stated that the Trails End bid for excavation is 3x the predicted amount \$600,000. Mr. Peterson suggested piece the work out and 50% of playground can be done this summer. Mr. Peterson asked for a special meeting with board early next week on

this. Mr. Rouse stated that he does not like the numbers on the Wm Buffalo building and wants to bring that back to the board. Mr. Gallup suggested table the item on the agenda and have a special meeting because prices have increased since last meeting.

Payne West Insurance Presentation: Sarah Burton reviewed insurance costs, \$1,050.00 to Blue Cross/Blue Shield, will have same health insurance benefits; Sunshine Liability Group costs \$44.00 per employee. Co-pay for certified and professional technical will go up \$144.00. Classified staff does not make a contribution now. Ms. Burton stated that BPS will keep life insurance with UNUM. Payne west recommends BPS move to Sunshine for stop loss provider, and move administrative services to Blue Cross/Blue Shield. Ms. Burton stated that they will mirror the previous coverages for Blue Cross/Blue Shield; there are no changes with vision; dental will increase. In 2015-2016 there was more paid out than the district budgeted for: costs \$123,660.00, claims \$148,913.00. Mr. Rouse recommends change from \$45 to \$55 per employee/per month.

Property and Liability Insurance presentation: Pat Greany represents Montana School Insurance Authority a self-funded pool established by MTSBA six years ago. This year total premium is up by 4%, \$267,000+. Have added additional building with wrestling and FFA; all buildings have increased; school board members coverage, auto and general liability coverage have changed; auto and buses, seven years or newer, has replacement coverage in full. BES boilers, Napi, and playground included in coverage. The actual cost to replace boiler if explodes due to failure of the system will be paid but not if worn out; still working on Napi heat exchanger; they visually inspected but did not test; the engineer made a determination without testing and says failure not due to faulty gasket.

Resignations: Superintendent Rouse accepted the following resignations: Amanda Blair, Director, Special Services, Effective 06/01/2016; Andrea McDonald, SPED Teacher, Middle School, Effective 06/03/2016; Michael Comes At Night, Teacher, Napi, Effective 06/03/2016; Donald Comes At Night, Custodian, Middle School, Effective 05/31/2016; Thomas Quilio, Warehouse Supply Clerk, Food Services, Effective 06/03/2016; Elaine Little Plume, Teacher Assistant, Middle School, Effective 06/02/2016 and Wally Selam, Teacher Assistant, Middle School, Effective 05/23/2016. No discussion.

Hiring: Motion by Mr. Conway to approve the following hiring pending successful background check/drug test for Calvin Lang, Health Enhancement/BES 2016-2017 (\$33,266.00); Joycelyn DesRosier, Elementary Teacher/KW Bergan 2016-2017 (\$48,280.00); Kaitlin Ireland, Elementary Teacher, Napi 2016-2017 (\$33,266.00). Second by Ms. Croff. No public participation. *Board discussion:* Ms. Bremner requested information on the difference in salary. Jason Andreas stated that the salary is based on education and years, with an offer up to 5 years for experience. The music, math and special education positions are hard to fill positions and the district offers up to 10 years of experience as approved by the Certified Master Agreement. No further discussion. All in favor/Motion carried.

Motion by Mr. Gallup to approve the following hiring pending successful background check/drug test: Raymond Croff, Track HeadCoach/BHS 2015-2016 (\$4,334.00); Robert Miller, Track Assistant Coach/BHS 2015-2016 (\$2,890.00); Ygnatio LaForge, Track Assistant Coach/BHS 2015-2016 (\$2,106.00). Second by Ms. Croff. No public participation. *Board discussion:* Ms. Bremner stated that Raymond Croff had told the board that he was not going to coach any longer due to burn out and asked why he is on the agenda. Mr. Rouse stated that the three coaches were left off the agenda during last summer hiring; these coaches worked without being hired. Ms. Bremner asked how this happened without board approval. Tony Wagner stated that the hiring was set up for the July 29 board meeting last summer and when that meeting was cancelled, these hires never got pushed through to the next agenda. Mr. Wagner stated that he did not realize this until he submitted them for payment at the end of their contracts and the HR secretary, Sherie Blue, could not find the contracts and did not push them through to the next agenda. Mr. Wagner stated that he went through his files and could only find a hard copy of what he sent to Ms. Blue. Mr. Rouse stated that there are failures on multiple levels including the HR Director and HR department for not catching these. Mr. Rouse accepted responsibility for these not getting followed through. Ms. Croff stated that this has happened several times and she has questioned it before. Ms. Bremner stated that it is fact that the board is the body that hires and fires and felt that this is not a little error and it could put the board at liability. Ms. Bremner asked to see the remedy to resolve this problem. Mr. Rouse stated that HR is looking at the

process; when Mr. Wagner gets the contract out, Ms. Blue lets him know that it came back. No further discussion. All in favor. Motion carried.

Motion by Mr. Gallup to approve the following hiring pending successful background check/drug test: Ansel Traynor, Head Football Coach/BHS 2016-2017 (\$3,096.00); Ygnatio LaForge, Cross Country Assistant Coach/BHS 2016-2017 (\$2,147.00) and Anna Omeasoo, Cross Country Assistant Coach/BHS 2016-2017 (\$2,147.00). Second by Mr. Conway. *Public participation/Board discussion:* Mr. Running Fisher asked why the district would hire a football coach with no experience. Tony Wagner stated that Mr. Traynor has 3 years coaching experience; he was 8th grade head football coach and played semi-pro football. Mr. Wagner stated that none of the applicants have experience as head coach. Jerry Racine has years of experience. Mr. Gallup stated that the other guys do not know they are being discussed, only the applicant and suggested not discussing them. Mr. Running Fisher asked why the district hires out of district when there are locals who are qualified to fill positions. Mr. Rouse cautioned the trustees to only talk about the person who is being recommended and suggested that Mr. Wagner discuss the candidate being brought forward. Mr. Wagner stated that this recommendation is made by a three employee committee, they had 15 interview questions and rated each. Mr. Traynor is the recommendation being made based on the interviews. Ms. Bremner asked for more detail as to why he would be the top applicant. Mr. Wagner stated that the process is for the committee to come up with a reason for recommendation. Mr. Rouse asked Mr. Wagner if he let the board know that the individual has been hired as a teaching social studies in our district and he has experience working at Bozeman Middle School as well as a minor in coaching. *Public participation:* Lockley Bremner asked if he played college football. Mr. Wagner stated that the question was not on the interview list. Ms. Croff asked that members of the audience to please raise their hand if they want to make public comment, to keep order in the process. Ms. Croff noted that 0 years of experience means that they have no head coach experience in our district. Ms. Bremner read the open meeting statute MCA 2-3-103 for public comment and stated that each person will have 5 minutes to comment on a matter of *public interest*. Lockley Bremner read a statement regarding safety and wellbeing for his student athlete and stated that 8th-9th grade students have played for Jerry Racine. His son suffered a concussion before and that is where an experienced coach is important. They also need a motivator. Browning has a home grown coach and he is ready to be head coach now; he had been passed up as head coach 2 years ago. Mr. Bremner noted that this job was open for an unusually long time. Mr. Clark stated that he sat on the committee that interviewed and they were unanimous in their decision that this person was the best. He has several years playing pro-football, and he played with the students in a collaborative environment, he understands the commitment to our students. He is an educator and an educator has a different relationship with the kids in the school. Mr. Running Fisher stated that he is not attacking the person, but disagreed, and felt that the best relationship for the kids is with the person who lives right in the community. James Evans stated that the district goes through lots of football coaches and asked why. Mr. Wagner stated that there has only been one since he's been here, and he resigned. Another tenured coach was not interested in applying because of personal reasons. Ms. Bremner asked if there is seniority in the school athletic programs for the head coaches and assistant coaches. Mr. Wagner stated that there is none to his knowledge; when a coach steps down, then we hire and the head coach hires the assistant. Mr. Wagner stated that building a program is the responsibility of the head coach. The District Vision is that they will set standards in place to teach those programs to the younger kids which is already in place. *Public participation:* Don White stated his support of school board and asked that they look at local preference in hiring. Mr. White felt that if a person meets the basic qualifications they should be considered and Jerry meets the qualifications. Mr. White suggested that the board look at hiring locally to contribute to the community and stated that the coach will be here longer than 1-2 years; Jerry Racine has gained the respect of the kids. Ms. Bremner stated that no one has personal issues or problems with Mr. Traynor, but as a parent who has a child in the program and family and friends who see people in the community that put time into being mentors, and working with the kids, Ms. Bremner felt strongly against hiring someone who has not earned a spot in the district program. Mr. Running Fisher asked to look at the hiring process, evaluation/rating, interview process, etc. Jason Andreas stated that the selection committee complies with the hiring process and Tony Wagner brings the recommendation to Mr. Rouse; the decision for the board is to hire or not hire. Mr. Running Fisher asked if the board could come in to see the applications. Mr. Andreas stated that he can sit with the board members to review the applications. Mr. Rouse stated that the board member can review the application individually with Mr. Andreas, as discussed during Boardsmanship Training. Mr. Calica reminded Mr. Rouse and Tony Wagner that he had requested to be informed of the football coach interviews. Mr. Rouse did not recall the conversation and stated that he can send the information out to board members on all

announcements hires to the school board and stated that all interviews are public and the district is required to advertise when interviews are taking place; also all positions are posted in the front entry of the main office. Mr. Wagner stated that he did not remember Mr. Calica requesting notice of when the football coach interviews would occur and stated that he told Mr. Andreas who the applicants were and asked for teachers to interview, he set up a time with Ms. Blue for the interviews; and stated that he has to be fair to everyone that applies. Mr. Wagner stated that he wants to get this guy going as soon as tomorrow because he sees other teams are already out there practicing. Ms. Bremner asked why this position was advertised for such a long time. Mr. Wagner stated that he went around to colleges to find applicants; there were two locals. Ms. Bremner asked how long the position was advertised before he started looking. Mr. Conway stated that he is not going to come here to be in the interviews and he will put faith in the committee; Mr. Conway stated that he will support the recommendation by the administration. No further discussion. Motion failed 4-4 with Mr. Running Fisher, Ms. Bremner, Mr. Calica and Ms. Bullshoe opposed to hiring Ansel Traynor as head football coach. Motion passed 8-0 for hiring Ygnatio LaForge, Track Assistant Coach 2016-2017 and Anna Omeasoo, Cross Country Assistant Coach 2016-2017.

Motion by Mr. Evans to approve the following hiring pending successful background check/drug test: Jordyn Vaile, Volleyball Assistant Coach/BHS 2016-2017 (\$2,106.00); Brian Harrell, Golf Assistant Coach/BHS 2016-2017 (\$2,106.00); Darryl Croff, Girls Basketball Assistant Coach/BHS 2016-2017 (\$2,962.00); Daniel Connelly, Boys Basketball Assistant Coach/BHS 2016-2017 (3,371.00); Maurice Red Horn, Boys Basketball Assistant Coach/BHS 2016-2017 (\$2,649.00). Second by Mr. Running Fisher. No public participation. No board discussion. All in favor/Motion carried.

Motion by Ms. Croff to approve the following hiring pending successful background check/drug test: Edith Wagner, Speech and Drama Assistant Coach/BHS 2016-2017 (\$2,208.00); Leo Bull Child, Track Assistant Coach/BHS 2016-2017 (\$2,106.00); Robert Miller, Track Assistant Coach/BHS 2016-2017 (\$2,890.00); Ygnatio LaForge, Track Assistant Coach/BHS 2016-2017 (\$2,147.00); Jim Vaile, Softball Head Coach/BHS 2016-2017 (\$3,158.00); JoAnne Grandstaff, Softball Assistant Coach/BHS 2016-2017 (\$2,106.00); Misty RidesAtTheDoor, Softball Assistant Coach/BHS 2016-2017 (\$2,106.00). Second by Mr. Conway. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Conway to approve the following hiring pending successful background check/drug test: Benjamin Dague, Music Teacher, BMS/BHS 2016-2017 (\$39,336.00). Second by Ms. Croff. No public participation. No board discussion. All in favor/Motion carried.

Contract Service Agreements: Motion by Mr. Conway to approve the following contract service Agreements pending successful background check: Art Westwolf, Blackfeet Science Curriculum 2015-2016 (\$580.00); Carolyn Zuback, Blackfeet Science Curriculum 2015-2016 (\$580.00); Rodolfo Rivas, Technology Inventory/Storage 2015-2016 (\$480.00); Wannette Gray, Science Lab Inventory/Storage 2015-2016 (\$480.00); Shaelyn YellowKidney, Student Worker-Ee Kah Ki Maht Progra 2015-2016 (\$1674.40); Trae V. Kennerly, Student Worker-Ee Kah Ki Maht Program 2015-2016 (\$1674.40); Talesia CrowSpreadsHisWings, Student worker-Ee Kah Ki Maht Program Substitute 2015-2016 (\$1674.40); Starla Cassidy, Ee Kah Ki Maht Program 2015-2016 (\$880.80); Westin MadPlume, Student Worker-BAWAP Summer Program 2015-2016 (\$840.00). Second by Ms. Croff. No public participation. No board discussion. All in favor/Motion carried.

Motion by Ms. Croff to approve contract service Agreements pending successful background check for Edie Barnard, Accounting/Financial Support (\$6,938.31) and Tiffany Hill, Summer Technology Assistant 2015-2016 (\$4,673.00). Second by Mr. Gallup. No public participation. *Board discussion:* Ms. Croff asked about the summer technology assistant. Mr. Andreas stated that Mr. Holm usually hires an assistant in the summer. This person will work across the district installing hardware/software, taking inventories, etc. This is a student recommendation that came from the high school teachers. Ms. Hill is going into Nuclear Physics with the Navy. No further discussion. All in favor/Motion carried.

Out of State Travel: Motion by Mr. Evans to approve out of state travel was approved for Ron Tucker, AVID Summer Institute in Anaheim, CA (\$2,747.72). Second by Ms. Croff. No public participation. No board discussion. All in favor/Motion carried.

Motion by Ms. Croff to approve out of state travel for the following: Everett Holm, Podstock 2016 Tech Education Conference in Wichita, Kansas (\$587.16); Lynne Keenan, Annual ANC 2016 School Nutrition Conference in San Antonio, TX (\$3,899.45); Brian Gallup, NIISA Summer Directors Meeting in Tulsa, Oklahoma (\$1,769.92). Second by Mr. Running Fisher. No public participation. *Board discussion:* Mr. Gallup state that his travel as a NIISA board member should be reimburseable to the district; he will check into this. No further discussion. All in favor/Motion carried.

In State Travel: Motion by Ms. Croff to approve in state travel for Jill Mattingly, Toni Tatsey, Jennifer Wagner, Corrina Guardipee, Melanie Magee, Kimberly McKay, and Natasha Siliezar, Julie Hayes, Montana Behavioral Initiative Summer Institute 2016 (MBI) in Bozeman, MT (\$1,179.18 ea). Second by Mr. Evans. No public participation. *Board discussison:* Billie Jo Juneau explained that MBI is an initiative that deals with behavior and focuses on using positives; bullying; incentives for good behavior, etc. MBI attendance is a requirement of the grant. No further discussion. All in favor/Motion carried.

Motion by Mr. Conway to approve in state travel for Jason Andreas, Matthew Johnson, Billie Jo Juneau, and John Salois, Montana Behavioral Initiative Summer Institute 2016 (MBI) in Bozeman, MT (\$1,179.18 ea) and Lynne Keenan, 40th Annual MTSNA Conference "Through the Years" in Great Falls, MT (\$674.35). Second by Mr. Calica. No public participation. No board discussion. All in favor/Motion carried.

Approvals: Motion by Mr. Conway to approve the following items: Tadd Allen, BMS Spelling Bee Club Sponsor 2015-2016 (\$526.00) ; Sherri Stock, BMS Jr. National Honor Society Club Sponsor 2015-2016 (\$516.00); Extended Contract: Sheila Rutherford, Infinite Campus Training 2015-2016 (\$679.00); Extended Contracts for Language Emersion Curriculum Development 2015-2016 see list (\$7,422.00). Second by Mr. Evans. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Gallup to approve the following items: Extended Contract: 2016 ESY Teacher, Juanita Sloss (\$2,339.40); 2015-2016 Certified Administrator Retro-payment and Contract Amendment (\$11,073.00); 2016-2017 Certified Administrator Salary Adjustment and Contract Amendment (\$43,353.00); 2016-2017 Professional Technical Salary Adjustments and Contract Amendment (\$24,866.00); Create Family Engagement Coordinator Position for Pre-School Grant (\$70,577.00); 2015-2016 Substitute Eligibility List; Ratify 2016-2018 Master Agreement for Certified Staff; Montana High School Assoc. Dues/Fees, Catastrophic/Concussion Insurance 2016-2017 (\$4,945.00); 2016-2017 Sun Life Financial Contract; 2016-2017 Blue Cross Contract; Use High School Transportation Funds to Purchase 2005 Activity Bus (\$65,000.00). Second by Ms. Croff. No public participation. *Board discussion:* Mr. Running Fisher asked what the 2015-2016 Administrator Retro-payment and Amendment; 2016-2017 Administrator Salary Adjustment/Amendment and Professional/Technical Salary Amendments are for. Mr. Andreas stated that following negotiations contracts are amended with the agreed upon wage increases; Administrators will receive retro-payment for last year and a pay increase for next year and an adjustment in pay due to miscalculations; Professional/Technical is not tied to the Master Agreement and their raises are recommended by the superintendent to the school board. Ms. Croff stated concern about the cost of insurance and locking in for 3 more years. Mr. Andreas stated that insurance is already paid for last year; year to year basis. Mr. Andreas stated there might be an increase next year but the Certified Master Agreement is already locked into it at \$959.00 per month and employee pays the difference. Ms. Bremner felt that the public should know that what administrators get are equitable to what other staff gets. Mr. Andreas stated that some salaries were brought up to the Montana Certified Salary schedule; salaries are public. Public participation: Josephine Wagner asked if certified staff/teachers all get 3% and asked if classified staff can look forward to getting 3% too. Mr. Evans asked about soccer fees not being paid in the MHSA Association Fees. Tony Wagner stated that we are paying only for the sports we have now and as a sport is added it can be paid for; all sports must be equitable. Mr. Rouse stated that the new position is paid from a 3-year grant, the position ends with the grant unless there are other funds to sustain it. Public participation: Dave Knopfle stated that the items being discussed have a labor agreement which precedes policy; these are classified people and their labor agreement expired July 2014 and the 9-month employees did not get raises; these raises are retro-active for the administrators and classified has not gotten anything; Mr. Knopfle felt that 9-month employees deserve respect too and stated that they all have kids in our schools. Mr. Rouse explained that the administrators' raises are tied to the Certified Contract which has been

settled is being approved. Ms. Croff stated that when the Classified Master Contract is settled, the same will happen for them. Mr. Rouse stated that some administrators receive increases when the negotiations are ratified and explained that there is a salary structure in place that ties the administrator salaries to certified teacher contracts; the superintendent's contract ties his raise to the same agreement. Mr. Running Fisher felt that it was selfish of administrators to take these raises when negotiations is still on-going and far from settling. Mr. Rouse stated that Mr. Running Fisher attended the negotiations when the administration presented their proposal and the other side rejected the proposal. No further discussion. Motion carried 7-1 with Mr. Running Fisher opposed to approving 2015-2016 Administrator Retro-payment and Amendment; 2016-2017 Administrator Salary Adjustment/Amendment and Professional/Technical Salary Amendments.

Motion by Mr. Gallup to remove Approval for Construction Contract with Swant Enterprises for Playground Project (\$1,265,769) and William Buffalo Hide Remodel Project (\$413,989.00). Second by Ms. Bullshoe. All in favor/Motion carried.

Motion by Mr. Conway to approve Purchases Over \$5,000.00; District Claims; Student Activities and Additional Pays/Payroll. Second by Ms. Croff. No public participation. *Board discussion:* Mr. Evans asked what the payment to Jackson Consulting is for. Jeri Matt stated that books were ordered for teachers. Mr. Conway asked about the payment to the rodeo kids \$800 each and stated that there are more than two that made it to state and asked about the other kids. Ms. Bremner reminded everyone that fund raising for students must have prior approval from the superintendent, all funds are deposited into a student account, and if any items are bought they belong to the district. Mr. Conway asked about bowling for staff as an item under the insurance program. Mr. Andreas will follow up on this.

Mr. Clark thanked everyone for helping with graduation; he thanked maintenance for putting in lot of time, and Mr. Rouse for making sure the facility was in shape and Lynne Keenan for the awesome banquet for senior awards night and for all the things that she has done for the kids in the high school.

Grievance Hearing: 8:00 p.m. Jeff Beckett

Ms. Bremner stated that the hearing is subject to the provisions of the Montana Open Meeting Law under Section 2-3-203. Mr. Beckett requested a closed hearing at 8:03 p.m. The meeting convened to open session at 8:34 p.m. Motion by Ms. Croff to sustain the administrations recommendation to deny Jeff Beckett's request to move on the salary schedule. Second by Mr. Evans. All in favor/Motion carried.

Motion by Mr. Evans to adjourn 8:35 p.m. Second by Mr. Calica. Motion carried.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Wendy Bremner, Board Chairperson

_____ Stacy Edwards, District Clerk