

**Regular Board Minutes (Draft)**  
Tuesday, January 8, 2019 @ 5:00 p.m.  
Administration Conference Room

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

Mr. Gallup called the meeting to order at 5:09 p.m.

Positive from Ms. Bremner, the new Horn Society held a powwow in the middle school gymnasium on Dec 29, and it was a very positive experience.

**Approval of Minutes:** Motion by Mr. Evans to approve the Special Board Minutes of 12/5/18. Second by Mr. Running Fisher. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for

Motion by Mr. Edwards to approve the Regular Board Minutes of 12/17/18. Second by Ms. Bullshoe. *Discussion:* Ms. Yellow Owl noted that there were 3,300 bags of candy bagged and donated. Ms. TallWhiteman stated that on the increases for the 3 people she stated, “it is not against those getting raises, but looking out for the district as a whole.” No further discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for.

**Approval of Agenda:** Motion by Ms. Bremner to approve the agenda with changes. Second by Ms. Yellow Owl. *Discussion:* Superintendent Hall stated that the on the PIR day on the Academic Calendar for January 14 will be changed to 12:30 p.m. No further discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for.

**Staff recognition:** Nikki Hannon recognized Jerelyn Gobert for all that she does for the Hi Set tutor program and childcare staff. Ms. Gobert has come to rescue many times and is greatly appreciated for going above and beyond.

**Public Comment:** None.

**ITEMS OF INFORMATION**

Building Reports: Mr. Gallup acknowledged the following building reports. KW Vina Building Report; Babb Elementary Board Report; Colony; Activities Report; Parent/Community Outreach/Childcare and Good Medicine Program Report. *No discussion.*

**Superintendent’s Report**

Superintendent Hall asked everyone to sing the BHS school song and stated that the whole district needs to know the song, stand at the school song and the national anthem.

**Doctoral Study:** Shawn Clark gave a brief overview of his research proposal which is in line with BPS board policy #4240. The study centers on cultural centered bullying, measures culture connectives, self-compassion, adolescence perceived social. Study will be from a positive based perspective through a bullying program designed from a local advisory board consisting of: Robert Hall, Larry Woolf and Matthew Johnson and will be relevant and language appropriate for Blackfeet. The Superintendent will approve the study then will go through the IRB process with Dr. Brad Hall, Dr. Ruth Wylie, Dr. Tanelle Morley and Dr. Lester Johnson; all will guide the study and make recommendations. All is confidential unless the board wants recognition. They will have the ability and guidance to make sure it is written appropriately, culturally sensitive, and does not disclose any information about the district. Mr. Clark is working with Matthew Johnson and will design nine lessons from Olweus to make culturally specific to Blackfeet as per the Olweus requirements. The study will be done at Napi 6<sup>th</sup> grade, which is based on brain study at Shodair hospital. Three 6<sup>th</sup> grade teachers will be recruited. Survey questions will be fully developed and will be in the superintendent’s office. Before any student is allowed to participate, the parents will have to sign a consent. All documents now are only draft form. Joyce Spoon Hunter

stated that teachers are like bundle holders they have knowledgeable and are Indian educators of culture. Ms. Spoon Hunter shared interesting protocol from the elders: don't stand during an honor song because it takes that light away from them and don't cross their path. Mr. Clark stated that the two classrooms that will implement cultural based is designed to bring in nine elders with the kids.

**Drug Testing Information:** Superintendent Hall stated that the yellow highlighted section is Testing with Integrity; his firm is inclusive, which means that the district is able to use another vendor if necessary. Big Sky; is exclusive, and the district is not allowed to use anyone else. Mr. Gallup suggested not considering anyone who is exclusive. Superintendent Hall stated that the Northern Winds quote is only for students. Tero sends their tests to SafeTrac in Great Falls and the cost is \$45 per student and \$50 per employee. Safe Track also has a program that will train district staff to do the tests, then BPS would send the test to SafeTrac at \$30.00 per employee and per student. Ms. Bremner asked for information on BPS having their staff trained in drug testing. Superintendent Hall stated that SafeTrac will do this for \$30.00 per test. Ms. Bremner asked for costs if the district were to purchase their own equipment and run their own test. Superintendent Hall stated that she will look into these costs. Ms. Bremner stated concern with the DOTs and the random tests that are required and suggested approving all of these vendors as soon as possible but suggested using local vendors whenever possible. Superintendent Hall will check into any legalities on this. Mr. Evans stated that he has had 3 kids tell him that our drug testing is a joke and stated that this bothers him. Ms. Bremner stated that the court does purchased their own equipment and does their own alcohol testing and asked Superintendent Hall to check into the school doing this. Mr. Gallup suggested scheduling a special meeting to approve the vendors/contracts. No further discussion.

**HR Status Update:** John Salois reviewed the HR status report and noted that several positions are still being advertised. There is a transfer into childcare and a resignation. Ms. Yellow Owl asked if the HR office advertises or seeks out coaches or if this is up to Tony Wagner. Mr. Salois stated that HR handles advertising, screened by a committee then interviewed. Ms. Yellow Owl requested a report that shows what coaching positions have been filled and what needs to be filled for the new school year.

**Board Policy Review:** Superintendent Hall stated that administrators met and have changes for recommendations to the board for the next meeting. There are questions regarding the drug/alcohol/tobacco/electronic cigarettes and consequences. Matthew Johnson stated that BPS spends very little on prevention; the district had programs that supported prevention but don't have them any longer but we still have the consequences without the prevention. Robert Hall asked if the district has stats or numbers of kids who failed drug tests and did the district find out if we helped them when they did fail and suggested the district put money in to figure out what is going on with kids that we know where they come from. Superintendent Hall stated that the student council/body has a petition to do away with drug testing for the students and they have met with John Salois, Tony Wagner, and herself and are preparing to come forward to the board. They have been asked to bring information on what area schools have drug testing. Board members agreed that these students should come forward to present their ideas and also agreed that they should look at two policies; one for drugs/alcohol and one for tobacco. Mr. Gallup stated that smoking is attached to our federal money. Ms. TallWhiteman stated that teachers take cigarette breaks and chew and it is tough to make kids not do the same. Ms. Bremner felt that drug testing should be geared toward staff and not the students; staff is tested only when they are first hired, unless for cause. Ms. TallWhiteman stated that the adults and the students know how to get a clean UA and agreed that more adults should be tested than students. Ms. Bremner felt that it would be good for staff and students to learn types of sanctions and incentives used along with the drug testing. John Salois stated that the administration did a survey of all schools in the area and the information was given to the board in 2010. Superintendent Hall will check with surrounding schools on drug policies.

**Resignations:** Superintendent Hall accepted resignations from: Zita Ottersbach, Child Care Aide II, Child Care Program, Effective 12/20/2018; Darrell Deroche, Warehouse Supply Clerk-Food Services, Effective 1/4/2019 and Chanel Bird, Activities Secretary, Effective 1/4/2019. *No discussion.*

### **ITEMS OF ACTION**

**Hiring:** Motion by Mr. Evans to approve hiring Tana Day Rider, 4th-5th Grade Volleyball Coach, Napi 2018-2019 (\$430.00) and Everett Armstrong, Golf Coach, Middle School 2018-2019 (\$860.00) pending successful

background check/drug tests. Second by Ms. Yellow Owl. No public participation. No board discussion. Motion passed with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl voting for. Rae TallWhiteman abstained.

**Contract Service Agreements:** Motion by Ms. Yellow Owl to approve the following contract service agreements pending successful background check: Nathalie Lopez, WIDA Assessors and Writing Assessments Scorers 2018-2019 (\$1,125.00); Zebah Burdeau, WIDA Assessors and Writing Assessments Scorers 2018-2019 (\$1,125.00); Zoe Johnson, WIDA Assessors and Writing Assessments Scorers 2018-2019 (\$1,125.00); Alannah Blackgoat, WIDA Assessors and Writing Assessments Scorers 2018-2019 (\$1,125.00) and DeeAnn Kipp, Heart Saver First Aid/CPR A/C/I, AED training (\$200.00). Second by Mr. Edwards. No public participation. No board discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for.

**Out of State Travel:** None.

**In State Travel:** Motion by Mr. Evans to approve in state travel for William Heubsh-Speech, Debate and Drama State Tournament in Belgrade, MT (\$561.92). Second by Ms. Bullshoe. No public Participation. No board discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for.

**Approvals:** Motion by Ms. Bremner to approve Art Westwolf, BES Chess Club/Sponsor 2018-2019 (\$526.00). Second by Ms. TallWhiteman. No public participation. No board discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve the following items: Interim High School Principal Wage Modification 2018-2019 SY - Billie Jo Juneau (\$4,080.00); High School Assistant Principal Interim Contract 2018-2019: William Huebsch (\$46,238.00 Pro-rated Amount); High School Student Activity Funds. Second by Mr. Running Fisher. No public participation. *Board discussion:* Ms. Yellow Owl asked to use activities budget to pay for BHS students to attend activities events if they are on honor roll or they are wearing a pep club shirt (they would have to sit in the pep club section at the games). Ms. TallWhiteman stated there is a lot of money in the activity budget and suggested national honor society, honor roll and pep club be allowed to purchase t-shirts and have free meal at concessions to boost morale. Mr. Edwards suggested the same for elementary. Mr. Gallup noted that elementary would have to purchase from an elementary budget. Ms. Yellow Owl also suggested considering bringing pep club to tournaments and use the activities budget to pay for this. Superintendent Hall stated that they need to talk about earning points for cheering, making posters, working concessions, etc., not just get this for no reason. Ms. TallWhiteman stated that previous class money was earmarked for beautification and scholarships and suggested giving some to the junior class for prom, this year and next year, and purchase tiles for lost classmates. Superintendent Hall stated that there are no minutes for these classes on what they wanted. Ms. Bremner asked what the problem is with getting sponsors for classes and clubs. John Salois stated that after the 40 hours was taken out of contract, no one wants to step up. The board agreed to give \$7,782.31 to the junior class; \$10,000.00 to beautification which will be determined by the student council and \$750.00 for plaques to identify all classes. Mr. Gallup noted that the time to release on 1/14/18 will be changed to 12:30 p.m. on the amended Academic Calendar. No further discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Ms. Yellow Owl to approve the following items: Substitute Eligibility List 2018-2019; BPS Administrative-Professional Technical Sick Leave Bank Membership Application-Donation Form; Amend Policy #7336 Travel Allowance; Indian Policies and Procedures FY 2020. Second by Mr. Edwards. No public participation. *Board discussion:* Ms. Tall Whiteman asked who will monitor the administrative/Professional technical sick leave bank. Superintendent Hall stated that Rikie Calica will be monitoring this. No further discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Ms. Yellow Owl to table Culturally Centered Model for Bullying Intervention and Prevention Surveys 2018-2019. Second by Mr. Edwards. No discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve to Amend 2018-2019 Academic Calendar. Second by Mr. Running Fisher. No public participation. *Board discussion:* Superintendent Hall stated that the school will have an early out on 1/14/19 at 12:30 p.m. for PIR. No further discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve the following items: Business Office Standard Operating Procedures (SOPs) 2018-2019; Purchase Apple Mac Books for Board Members (\$8,505.50); District Claims Check #419761 - #419933 (\$66,352.77); Student Activity Claims Check #703528 - #703571 (\$22,034.79) and Additional Pays/Payroll. Second by Ms. Bremner. No public participation. *Board discussion:* Board members suggested that all staff and administrators review all SOPs. Mr. Edwards, Mr. Gallup, Mr. Running Fisher and Mr. Evans stated they will not use the Mac Book. Ms. Bremner stated that the wording in the SOPs is redundant and needs to be streamlined. Ms. TallWhiteman stated that the subs are hitting 35, 40, 80 hours and the district needs to watch this because they will have to offer them insurance. Superintendent Hall asked administrators to work with their secretaries on this. No further discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Mr. Evans to adjourn at 6:29 p.m. Second by Ms. TallWhiteman. Motion passed.

Respectfully submitted:

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

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

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