

**Regular Board Minutes (Draft)**  
Tuesday, July 10, 2018  
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 5:00 p.m.

**Approval of Minutes:** Motion by Ms. Yellow Owl to approve the Regular Board Minutes of 6/12/18 and Regular Board Minutes of 6/27/18 with no changes. Second by Ms. Bullshoe. All in favor/Motion passed.

**Approval of Agenda:** Motion by Mr. Evans to approve the agenda with no changes. Second by Mr. Edwards. All in favor/Motion passed.

**Public Comment:** Mr. Gallup stated that this meeting is subject to the provisions of the Montana Open Meeting Law under Section 2-3-103, MCA and noted that the persons attending for public comment would be allowed address their issue during hiring on the board agenda.

**Items of Information**

**Building Report:** Mr. Gallup acknowledged the following reports: Activities Report-Tony Wagner and Good Medicine Program Report: Kimberly Tatsey-McKay. *Discussion:* Ms. YellowOwl asked about the good medicine staff that completed the suicide prevention training and stated that there is more and more suicide happening and expressed concern that there are not more people in the district being trained in this. Matthew Johnson stated that this is a trainer of trainers and these individuals are able to train other staff. Ms. Yellow Owl also felt that that the board should consider having required training for all staff in the policy that is on the agenda. Mr. Johnson stated that he and the superintendent have discussed mandatory training for suicide prevention. Ms. TallWhiteMan asked why the district is not having open gym at the high school for students and stated that it is important to have open gym from 6-10 p.m. for at risk students. Ms. TallWhiteMan also wanted playground use checked into and stated that if there are 260 registered students for Ee Kah Kii Maht than she wants to see how many kids are participating each day in each activity. Tony Wagner stated that the gyms are open from 7-1 with Mr. Miller in the weight room and gym and Mr. Bullchild does the same and 4-9 daily with Mr. Racine in the weight room and open gym Mr. Racine's contract with the college ends and his schedule will change at the school. Mr. Wagner stated he planned to bring back open gym and he is looking at how he will schedule for open gym next year some of the hires for Ee Kah Kii Maht have not shown up to fulfill their positions so he has had to hire another person. Mr. Wagner stated that he felt that summertime is for kids to be with their families, so the idea is to make gyms more available during day for the kids. The numbers in his report come from sign-in sheets from the middle school and high school; two days per week the district takes up to 50 kids swimming daily, and 20 for bowling and it is not the same kids each time. This year, they have trips to Glacier, Two Medicine, St. Mary's, boat rides, hiking, youth day, bouncy house, waterslide. Ms. TallWhiteMan stated that she is not talking about high school kids and when high school kids get accustomed to having an event, don't take it away, at risk kids need to be there. She is hearing tons of kids asking why is the school not having open gym. Ms. TallWhiteMan stated that she has emailed about this during the month of June and felt that the school needs to open it up and there will be tons of kids show up. Mr. Running Fisher stated that there might be 3 staff at an event and no kids show up and suggested that staff needs to be staggered to work in the evenings. Mr. Gallup suggested looking into this because there has been open gym for a long time and these are at risk kids and if the numbers are down then check and see why. Mr. Wagner stated that at BMS Mr. Harrell and Mr. Vaile started a fast break basketball league for all kids. Ms. Bremner stated that there were several extra people hired for these positions and felt that the district should not have to hire more and we should not have to cut out what we use to do. Mr. Wagner stated that 2 of 3 people hired did not take their position and he is working on how how to open the gym and move staff. Ms. Bullshoe asked if the activities department could find another person to take photos for the upcoming sports and activities. Mr. Wagner stated that he will check into this when he goes to coaches clinic in August and noted that there is no bidding process for this it is just someone who comes forward. Angel Tail invited board members to youth day on

Wednesday at All Chiefs Park and stated that there will be a co-ed 3on3 tournament and VB tournament that is open to public, face painting, color me rad race at 9 am and much. No further discussion.

**Superintendent's Report:** The board agreed by consensus to have Virginia Tribe do the Strategic Training on August 15 for the Board and August 16 for Administrators/Board. Donuts and coffee @ 8:00 a.m. and training from 9:00 am to 3:00 pm @ the Glacier Peaks Hotel Conference Room.

**Vacancy/Transfer Update:** Ms. YellowOwl asked why the board is being asked to create a new SpEd teacher position when BPS is still trying to fill other SpEd teacher positions. Ms. Bremner stated that Jill Mattingly wanted to move SpEd teachers to a different lane because they are hard to fill and was told to wait until union negotiations. Mr. Gallup stated that he will discuss this with the superintendent but noted that by state law if the district is short a SpEd teacher, the position has to be filled. Ms. YellowOwl asked that the agenda requests explain in more detail. Ms. YellowOwl also stated concern that Cindy Show, second grade teacher, is going to the colonies to teach. Ms. Bird stated that Cindy Show requested the transfer. Ms. TallWhiteMan stated that the Board has asked, many times, that the transfer requests be attached to the report. Mr. Edwards stated that another person told him that they are being forced to transfer by the school board. Mr. Running Fisher asked to table Ms. Shows transfer. Mr. Gallup stated board policy says it is the superintendents right to transfer and to bring it to the board in advance of making a transfer and stated that transfers are not for superintendent or administrator personal interest and are not to be used for disciplinary purposes. Ms. YellowOwl stated that in the best interest of the district she does not agree with Ms. Show's request. Ms. Bird was asked to bring staff transfers requests to board meetings. Ms. Bullshoe asked if Ella Wall's transfer is a typo. Ms. Bird stated that Ella Wall transferred to fulltime bus driver and the district is advertising the radio operator. Ms. Bird will attach all transfer requests and will also state who requested the transfer.

**Resignations:** The following resignations were accepted by the Superintendent: Frances Racine, Substitute, Effective 6-19-2018; Melinda Worthy, Elementary Teacher-BES, Effective 6-20-2018 and Waylon Bennett, Substitute, Effective 6-27-2018. Discussion: Ms. YellowOwl asked when the district started accepting resignations from substitutes. Stacy Edwards stated that in order for the substitutes to draw out their retirement, the district must accept their resignation. No further discussion.

### **ITEMS OF ACTION**

**Hiring:** Motion by Mr. Evans to approve hiring Rebecca Rappold, KW Vina Assistant Principal 2018-2019 (\$83,983.00) pending successful background/drug test. Second by Ms. Bremner. No public participation. *Board discussion:* Ms. YellowOwl asked if there is a wage scale on how salary was arrived at for Ms. Rappold and stated that her wage looks high and also stated that comparing her qualifications to others there are two positions making less than what Ms. Rappold will make her first year. Ms. Bird stated that this is base salary first time principal, plus her years plus her raise. Ms. Bremner felt that this is a waste of time going through the interview when Ms. Rappold scored second on the first interview and noted that this has happened more than once. Mr. Gallup stated that this will be discussed on the 7/25 board meeting for hiring procedures, policy, etc. Ms. YellowOwl asked why a vice principal is needed in this area. Ms. Bremner stated that she asked same question and was told by an instructional coach that it is because there are two buildings and when the principal is busy, there is no one available; the board created the position for mostly disciplinary issues. No further discussion. Motion passed 4-3 with Brian Gallup, Wendy Bremner, James Running Fisher, Jess Edwards, Rae TallWhiteMan voting for and Donna Yellow Owl, James Evans, Kristy Bullshoe voting opposed.

Motion by Mr. Evans to approve the following hiring pending successful background check/drug test: Lea Whitford, Social Studies Teacher-BHS (\$54,721.00); Ygnatio Laforge, Cross Country Coach-BHS 2018-2019 (\$3,096.00); David Ricci, Assistant Football Coach-BHS 2018-2019 (\$2,064.00) and Melody Small, Fall Head Cheerleading Coach-BHS 2018-2019 (\$3,096.00). Second by Ms. Bremner. Ms. YellowOwl asked when did the board start approving hires before the background check cleared and noted that Lea Whitford is only person on agenda that has not passed a background check or drug test. Ms. YellowOwl asked to table hiring Lea Whitford. Ms. TallWhiteMan stated that if Melody Small was a no show for her interview date why would we hire her and also stated that she wants more unbiased people on the interview committee for the coaches. Mr. Gallup stated that this will be discussed on the July 25 meeting. Ms. Bremner stated the former cheer coach is being interviewed

and asked if we usually recommend the coaches each season. Mr. Wagner stated that this is the winter cheer coach position that was vacated by Brandy Bremner. Mr. Evans stated that he will withdraw his motion and Ms. Bremner withdrew her second. Mr. Evans motioned to table hiring Lea Whitford, Social Studies Teacher-BHS (\$54,721.00). Second by Ms. YellowOwl. Motion passed 7-0 with Wendy Bremner, James Running Fisher, Jess Edwards, Rae TallWhiteMan, Donna Yellow Owl, James Evans, Kristy Bullshoe voting for.

Motion by Mr. Evans to approve hiring Ygnatio Laforge, Cross Country Coach-BHS 2018-2019 (\$3,096.00); David Ricci, Assistant Football Coach-BHS 2018-2019 (\$2,064.00) and Melody Small, Fall Head Cheerleading Coach-BHS 2018-2019 (\$3,096.00). Second by Ms. Ms. Bremner. *Public Participation/Board discussion:* Lyle Omeasoo felt that the Cross Country coach hiring was not fair and stated that one of the persons on the interview committee is a good friend to Mr. LaForge and does not know the sport; both are basketball coaches. Mr. Omeasoo asked to table and have all reapply. Ms. Bremner stated the same concerns and noted that the 3 persons on the interview committee are subordinates of Tony Wagner and it is not fair and does not follow policy and asked to table and go through the process properly. Ms. TallWhiteMan asked if a board member can be on the interview team. Mr. Gallup stated yes. Mr. Omeasoo stated that he feels the interview team was bias and he did not get a genuine interview; some of the interview process certain individuals got to elaborate on things and others did not. Mr. Gallup stated that this will be discussed at the 7/25 meeting. Ms. Bremner policy stated that if David Ricci has already been a coach and he is being recommended for rehire why did he need to interviewed for this. Mr. Wagner stated that Mr. Ricci was the only applicant and the rational is that he was a volunteer in the elementary program before and he is a district employee. Also, he is only applicant for this position and Melody Small did do the interview even though it says she was a no show, it was the other applicant that was a no show. Mr. Wagner stated that he did not sit on the interview committee for cross country because he did not want Mr. Omeasoo to feel that he was the reason if he was not selected for the position. Mr. Wagner felt that the process was fair and the interview committee brought Mr. LaForge forward by consensus. All candidates were asked the same questions and the length of the interview is based on what the candidate provides the committee. Ms. Bremner stated that the board is asking that the process be fair to the public and the interview committee were all subordinates of Mr. LaForge. Mr. Running Fisher stated that the board has questioned the recommendations brought forward for a couple months and suggested that the be on the interview committees. Mr. Gallup stated that he also sat on an interview committee this year and it was very fair and noted that this will be discussed in the July 25 meeting. Mr. Gallup stated that the board needs to be here and interview and asked if the board is going backwards and are they micromanaging; board members continue to question the recommendations. Mr. Gallup stated that if Mr. Wagner had sat on the committee it would not have been fair after last year, however understands that an administrator should be replaced with another administrator. Michele Calftail stated that this is small community and her kids heard who was getting interviewed and she felt that she should speak up since she has an issue. Ms. Calftail stated that she wants the best hired for this position and she has experienced unprofessionalism with this coach, and her son did not like him. Ms. YellowOwl stated she believes any of the applicants would make great coach and community members have lot of knowledge, the board has policies and make our children abide by them and administration should too. There is a problem with how the district hires and stated that the committee did not follow the procedure/policy. Ms. Bremner asked to withdraw her motion and table hiring Ygnatio Laforge, Cross Country Coach. Mr. Evans withdrew his motion. Mr. Gallup stated that this will be on a7/25 agenda. Ms. Bremner stated that the board policies are not up for interpretation, only the board can interpret their policy. Mr. Running Fisher noted that if we bring to the July 25 meeting to hire this position, the program starts on August 10. Ms. Bremner stated that they are asking the administration do the hiring procedure by policy and bring back a recommendation. Mr. Running Fisher stated if you look at policy they need to put a board member on the committee and noted this is in the policy as well as a community member; there is policy violation or, picking and choosing who they want to hire. Waverly Shawl stated her daughter was unsupervised and allowed to run alone and a pickup with guys rolled window down and offered her meth; daughter was scared but she told coach what happened and he said she should have stayed closer to the boys. Ms. Shawl stated that it made her angry, her daughter could have been hurt. Mr. Edwards asked why the board doesn't take out anything that will raise questions when the superintendent is gone. Mr. Gallup stated that he it is only for hiring items that the process will be on the 7/25 agenda. Mr. Edwards stated that the superintendent should be here. Mr. Gallup stated that she is not required to be at board meetings. Mr. Edwards stated that he has heard throughout this meeting from Mr. Gallup that the superintendent is not here and these things will be discussed when she is here on the 25th. Mr. Gallup stated that he will call her in the future. No further discussion. Motion

by Mr. Evans to table Ygnatio Laforge, Cross Country Coach-BHS 2018-2019 (\$3,096.00) and Melody Small, Fall Head Cheerleading Coach-BHS 2018-2019 (\$3,096.00) and vote separate on David Ricci. Second by Ms. Bremner. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, Jess Edwards, Rae TallWhiteMan, Donna Yellow Owl, James Evans, Kristy Bullshoe voting to table.

Motion by Mr. Evans to approve hiring David Ricci, Assistant Football Coach-BHS 2018-2019 (\$2,064.00). Second by Ms. Bremner. No public participation/No board discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, Jess Edwards, Rae TallWhiteMan, Donna Yellow Owl, James Evans, Kristy Bullshoe voting for.

Motion by Ms. YellowOwl to approve hiring Wesley Wells, Bus Driver- Transportation pending successful background check/drug test. Second by Ms. Bullshoe. No public participation/No board discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, Jess Edwards, Rae TallWhiteMan, Donna Yellow Owl, James Evans, Kristy Bullshoe voting for.

Break @ 6:33

Return @ 6:37

**Contract Service Agreements:** Motion by Ms. Yellow Owl to approve a contract service agreement for Julie Hayes, Complete Data Upload for Ellavation (\$6,938.40) pending successful background check. Second by Mr. Evans. No public participation. *Board discussion:* Ms. TallWhiteMan stated that all this kind of stuff was Jocko which is currently Crystal and stated that it seems like the board is hiring more people on to do other peoples' jobs and asked why. Ms. TallWhiteMan stated that the administration needs to have the people hired doing their jobs and not use other people. If this information is not on a data base last year, it needs to get updated. Mr. Evans stated that the board approves all these trips for training in Florida, Las Vegas, etc and asked if there are any trainings closer to Browning; the district spends lots of money and travel is continuous. Mr. Grant stated that some of the grants require people to these trainings. Mr. Johnson stated that travel is usually setup by those sponsoring them to be somewhere appealing and the grant requires people to go to get the grant or keep it. Mr. Johnson agreed that the district should look at people going to smaller trainings and training more people locally. Mr. Holm stated that the district has been doing this data by hand and the intent is to go above what is normally done. Julie Hayes will log data in and the educational coaches, Crystal Tailfeathers and head secretaries will manage the data and keep it current. Mr. Holm stated that he has 30 hours plus into this project as well and this is a one-time only contract. Ms. YellowOwl stated that the description could state that this is state mandated or required to complete according to a grant. Ms. Bremner stated that this is a one-time thing and stated that the district should not get into the habit of hiring when we have someone to enter the data. No further discussion. Motion passed 5-3 with Wendy Bremner, James Running Fisher, Jess Edwards, Donna Yellow Owl, voting for and James Evans, Kristy Bullshoe, Rae TallWhiteMan voting opposed.

**Out of State Travel:** Motion by Mr. Evans to approve out of state travel for Crystal Tailfeathers, Lorael Momberg, Chanel Bird, Infinite Campus Training in Blaine, MN (\$3,176.22 ea). Second by Ms. Bremner. No public participation. *Board discussion:* Ms. TallWhiteMan stated that when she was secretary they had infinite campus training and all secretaries went to the training and now administration is saying they do not have someone already in the district to train people. Ms. TallWhiteMan felt that for \$9,000.00 the district can bring Infinite Campus to Browning for and train everybody at one time. Ms. Bremner stated that when the board hired Ms. Tailfeathers, her qualifications stated that she is very familiar with Infinite Campus. Mr. Holm stated that every Wednesday secretaries are in a web training at the administration building for Infinite Campus. No further discussion. Motion failed 6-2 with Brian Gallup, Jess Edwards voting for and Wendy Bremner, James Running Fisher, Rae TallWhiteMan, Donna Yellow Owl, James Evans, Kristy Bullshoe voting opposed.

**In State Travel:** Motion by Mr. Evans to approve in state travel for Jeri Matt, MCLP Summer Coaches Institute at Fairmont Hot Springs, MT (\$290.30) and Tony Wagner, Coaches Clinic Meeting at Fairmont, MT (\$396.48). Second by Ms. YellowOwl. No public participation. No board discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Running Fisher, Jess Edwards, Rae TallWhiteMan, Donna Yellow Owl, James Evans, Kristy Bullshoe voting for.

**Approvals:** Motion by Mr. Evans to approve the following items: Create SPED Teacher Position-Napi Elementary; Create Middle School Golf Program (\$9,370.00); Create 2 Middle School Golf Positions. Second by Ms. Yellow Owl. *Public participation/Board discussion:* Mr. Running Fisher asked if there are that many golfers to have a middle school program. Mr. Wagner stated that he feels there will be. Last year there were over 100 junior golfers and there is no feeder program into the high school in golf. Mr. Wagner stated that they have 11-18 out for golf and they are all doing very well. No further discussion. Motion passed with Wendy Bremner, James Running Fisher, Jess Edwards, Rae TallWhiteMan, Donna Yellow Owl, James Evans, Kristy Bullshoe voting for.

Motion by Mr. Evans to approve the following items: Create Driver's Education Teacher Position 2018-2019; Substitute Eligibility List 2018-2019; Extended Contract-Jennifer Ehlers Applied Suicide Intervention Skills (ASIST) training (\$154.80); Extended Contract-Kimberly Tatsey McKay, Applied Suicide Intervention Skills (ASIST) training (\$296.60); Extended Contract-Natasha Siliezar, Title IX HB and Training 2018-2019 (\$2,190.72); Extended Contract-Robert Hall, Grant Writing (\$2,145.60); Extended Contracts for Leadership Week (\$58,536.33); Contract Modification-Julia Nicole Hannon, Parent Community Outreach Program Director (\$7,032.00); Activities Handbooks 2018-2019; MHSA Annual Dues-Liability Catastrophe-Concussion Insurance 2017-2018 (\$4,730.00); Amend Board Policy #5004 Qualifications of Certified Staff; Fleet Management Tracking System (\$11,151.60); Declare Property Surplus (Dubray-Icenoggle); RFQ for Energy Services-Performance Investment Grade Audit; Resolution Calling for a Bond Election (\$3,955,000.00); Resolution to Refund Bond; Purchases Over \$10,000.00; District Claims Check #418384 - #418531 (\$310,344.72); Student Activity Claims Check #703360 - #703367 (\$8,619.92) and Additional Pays-Payroll. Second by Ms. Bremner. *Public participation/board discussion:* Ms. YellowOwl asked that two (2) hour suicide prevention be added in to board policy #5004. Fleet Management Tracking System \$8,151.00 total amount needs to be change to \$11,151.60. Ms. YellowOwl felt that the district should not have to monitor all the vehicles. Everett Holm stated that the superintendent liked the benefits and the management system; we would receive email alerts for maintenance, check engine alerts, and the district transportation may be able to do some of the installation; if approved this could save the district \$5,200.00 dollars. Other benefits include roadside assistance from Allstate. Ms. Bremner asked for a presentation from the transportation director. Mr. Edwards stated that he has a similar program in all the police vehicles and you can see everything and it includes a map. Mr. Edwards stated that this may not fit the schools needs and asked to table Fleet Management Tracking System. Ms. Bremner stated that the board policy states Olweus and MBI and asked that it be changed to suicide and bullying prevention training. Mr. Matthews stated that he did discuss this with the superintendent and he also felt that it should not to be tied to a specific program and felt that it should state school climate training which includes cyber training and more. Also each buildings could present at extended Wednesday trainings. Ms. Bremner asked to table Board Policy #5004 Qualifications of Certified Staff and revisit. Ms. Bullshoe stated that Rachael Perez is on the substitute list as a bus driver or secretary and she does not have a CDL. Ms. Bird stated that she will not be able to drive until she gets a CDL but she can still be a substitute secretary. Mr. Hall has acknowledged this and he does help his substitutes get their CDL as an incentive to become bus drivers. Ms. Bremner asked that the motion state that Ms. Perez will cannot drive a bus until she has a CDL. Ms. TallWhiteMan asked that coaches follow the coaches handbooks and treat kids with respect anywhere and stated that they need to turn in accident reports within 72 hours after an incident. The coaches need to sign and hand in their signature sheets and students need to be in attendance for 7 periods to be eligible with the exception of snow days. They cannot show up late and be allowed to practice. All student paperwork needs to be on hand before they set foot on the gym floor. Ms. Bremner felt that students need more exceptions for bereavement, and does not agree with 7 periods. If there are attendance issues, it needs to be brought up with the coach. Ms. TallWhiteMan stated that MHSA has an eligibility policy that has to be followed. Ms. Bremner felt that this is an unnecessary rule and a problem. Ms. TallWhiteMan stated the paragraph under the award not to exceed \$100.00 needs to be amended. Mr. Wagner stated that the head coaches discussed this and they were asked to review the policies and bring back for further discussion and none of the coaches brought any discussion back. Mr. Wagner will meet again the coaches on eligibility and attendance. Insurance forms have to be turned directly into the activities office the next day or the following school business day will be brought to the administration. Ms. Bremner stated that under coaches it requires them to know Infinite Campus and it is a violation of FERPA for coaches to have the eligibility list. Mr. Wagner stated that the list is created in his office and he will discuss with the superintendent on sending the list out electronically. Harry Sheff is coming in august to review FERPA. Mr. Edwards stated that Mr. Wagner needs to stress to coaches not to cuss at the kids on the floor during games and in the locker rooms. Mr. Johnson will setup

a bullying/trauma informed training for coaches with Mr. Wagner. Ms. Bremner stated that everything is in the handbooks and they need to be followed. Mr. Wagner reiterated that he needs to be called when coaches are degrading or cussing at the kids. Ms. YellowOwl asked if the district has to declare property surplus on land that was to the school for \$1.00. Ms. Edwards stated yes and the district has to advertise for 14 days in the local paper. Mr. Gallup stated that a letter has to go to the tribe offering the 2.5 acres without a right of way or access. Mr. Wagner asked if there is policy on social media for staff and stated that high school kids using social media are being scrutinized and may lose scholarships if there is negative stuff on social media and same for coaches. Ms. YellowOwl stated that Mr. Wagner needs to have meetings and have this discussion with parents. Mr. Edwards stated that coaches need to stress these types of issues at their meetings and also stated that it is not right for kids to be begging the school for money. Mr. Edwards felt that the school needed to pay for everything; setaside a budget for kids to go to things. Mr. Gallup stated that it is not begging and it is good practice for kids to have to present what they are doing and what their needs are to the board. Ms. TallWhiteMan stated that the Science Club paid \$3,677 to go to Seattle and stated that she wants this type of stuff paid out of the general account and not out of student activities and suggested that at the end of the year, if there is extra money in the budget the student account could be refunded and use for scholarships. No further discussion. Motion passed 8-0 with a motion to table amending Board Policy #5004 by Mr. Evans and second by Mr. Edwards. Motion passed 8-0 with all in favor and a Motion by Mr. Evans to table Fleet Management Tracking System and second by Mr. Running Fisher. Motion passed 8-0 with all in favor.

Motion by Ms. YellowOwl to adjourn at 7:31 p.m. Second by Mr. Edwards. Motion carried.

Respectfully submitted:

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

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

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