

Regular Board Minutes (Draft)
Tuesday, May 9, 2017 @ 5:00 p.m.
Administration Conference Room

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

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

Public Comment: Ms. Bremner read the provisions of the Montana Open Meeting Law under Section 2-3-103 and Browning School Policy #1441 for Public Participation at Board Meetings and noted that the person speaking will have 5 minutes to comment on a matter of public interest. Wayne Hall talked about the shortage of drivers and how hard it is to get drivers. Mr. Hall stated that it is hard to recruit drivers the BPS because they are paid lane 2 and they don't want to come work at such a low wage. Transportation has 6-7 positions to fill and will be down by 8 drivers at the end of June. The buses haul over 90% of the students in the district. Mr. Hall stated that the bus drivers have tough jobs and they are falsely accused of things by the public all the time due to overcrowding. Bus drivers have a lengthy process to go through to get a CDL license and they only get paid \$13.00 per hour. Mr. Hall felt that the savings from changing to diesel buses should be put back in to drivers wages and bringing in more drivers. Mr. Hall asked the school board to consider moving drivers from lane 2 to lane 3. Also, Mr. Hall noted that Browning school district has the second largest bus fleet in Montana. Ms. Bremner asked Mr. Hall to have this information on the next transportation board report for discussion.

Student Recognition: Ms. Wagner recognized students for helping paint murals, improved attendance, working hard to make 100,000 word club, awesome math skills, excelling and valuing education. Jase Lahr, Krissy McGillis, Kennedy Many Fingers, Ayiana Spotted Eagle

Staff Recognition: Staff was commended for working extra hard to get students breakfast to classrooms every day, being great subs, being creative, being helpful and for working with students. Iris Begay, Ashley Williams, Stephanie Blackman, Cissy Whiteman, Ashley Blackman

Students/Advisors Recognition: High school students were recognized by John Salois for developing the "Beyond Your Own Influence" program. Sponsor, Ashton Smith, stated that all students are actively involved in the community and working together to make it a great program. This group has reached out to other students and talked with them about being involved in drug and alcohol free activities and staying away from drugs and alcohol and being under their own influence. Jolee Bullshoe, Olivia Hall, DaleAnn Cobell, Kimberlee Ollinger, Hailie Henderson, Ashley Bearchild, Hayden Campos and Advisor, Ashton Smith

Staff Recognition: Billie Jo Juneau recognized staff involved in the first full year of implementing MBI and earning bronze status. All are working to create positive climates in their school buildings for staff and students and making sure students know their expectations. Babb: Jennifer Augare, Sandy Wilcox, Jennifer Reed, Suzanne Weekes; Napi: Jack Parrent, Jessica Racine, Michelle Harrell, Cody Henderson, Brandon Berthelson, Dana Bird and Sicily Bird and KW/Vina: Amy Molenda, Callie Ziegler, Cheryl Lock, Dana Hellinger, Mary Stone, Ruth Shay, Sheila Grady, Misty Tatsey, Carol Grant, Tonia Tatsey and Corrina Guaripee Hall.

Community Recognition: Wendy Bremner recognized TJ LaFromboise for getting involved and talking to young people about tradition and the values of Blackfeet people at an incident that happened during an event being held in the school. Mr. LaFromboise showed leadership and support for the schools.

Canvass/Certify Election Results: District Clerk, Stacy Edwards, reviewed election counts with the trustees and confirmed results with no changes. Motion by Mr. Conway to certify the election results. Second by Mr. Calica. Motion carried.

Ms. Edwards stated that there is a petition for a recount submitted by James Evans who has 292 votes and Brenda Croff with 293 votes. Ms. Bremner named Steve Conway, Brian Gallup and herself as the recount committee to

meet at 5:00 pm on Wednesday, May 10, 2017. Ms. Edwards swore in new trustees Brenda Croff, Jess Edwards and Kristy Bullshoe.

Motion by Mr. Gallup to nominate Steve Conway as Chairperson. Second by Ms. Croff. Motion by Mr. Running Fisher to nominate Wendy Bremner as Chairperson. Second by Ms. Bullshoe. Mr. Gallup moved to close nominations. Second by Ms. Croff. By consensus board members voted by secret ballot with a tie vote of 4-4. By consensus the board members agreed to break the tie with a coin flip. Wendy Bremner, Chairperson, by coin flip.

Elect Vice Chair: Motion by Mr. Evans to nominate Steve Conway as Vice Chairperson. Second by Mr. Edwards. Motion by Ms. Croff to nominate Brian Gallup. Second by Mr. Conway. Mr. Conway moved to close nominations. Second by Ms. Croff. By consensus board members voted 5-3 by secret ballot in favor of Steve Conway as Vice Chairperson.

Set Meeting Date (Second Tuesday and Last Wednesday of Each Month): Motion by Mr. Gallup to approve to set meeting dates for the second Tuesday and last Wednesday of each month. Second by Ms. Croff. *Discussion:* Mr. Running Fisher stated that NHS and awards is always scheduled the same night as a board meeting and suggested changing the days of board meetings. Tony Wagner stated that he has changed the schedule so that the awards are not on the same night as the board meeting. Ms. Bremner stated that she change the facilities meetings to held during the board meetings until the district has big events going on with facilities. Ms. Bremner felt that the it would be better to have facility presentations would presented to the full board to hear. Ms. Croff objected to adding facilities to the board meetings and stated that she likes the committee and trusts the committee and board meetings are too lengthy already. Ms. Croff stated that she appreciates not having to sit through a 4 hour meeting. Mr. Conway agreed and stated that they need to keep just facility issues, architect and contractors, and maintenance issues at the facility meetings. Ms. Bremner felt that it was a huge commitment for 3 board members and stated that the committee must be committed. Ms. Croff offered to fill in at the facility meetings anytime. Mr. Gallup stated that he will sit on the facility committee as long as he has someone to sit in for him when he is not available and suggested changing to quarterly meetings. Mr. Running Fisher felt that they need to have more facility meetings because there is too much going on all the time and also suggested board members rotate attendance. Mr. Evans stated that he would like more information and felt that board members are missing out on a lot of information. Dixie Guardipee stated that it is important to have a facility committee because there is so much going on in the district and having board input is important. Ms. Bremner stated that the committee will work out a schedule. Mr. Running Fisher offered to take the June 8 facility meeting. No further discussion. Motion passed 8-0.

Appointment of District Clerk: Motion by Mr. Conway to appoint Stacy Edwards as District Clerk. Second by Ms. Bullshoe. *No discussion.* Motion passed 8-0.

ITEMS OF INFORMATION

Building Reports: Ms. Bremner congratulated schools for bronze status in MBI. Board members reviewed the following building reports: K.W. Bergan/Vina Chattin-Tonia Tatsey; Browning Elementary School-Jennifer Wagner; Napi Elementary-Sicily Bird; Browning Middle School-Julie Hayes; Browning High School-John Salois; Babb Elementary- Billie Jo Juneau; Big Sky/Glendale Colony-Billie Jo Juneau; Alternative Schools-Matthew Johnson; Special Education-Jill Mattingly; Student Activities-Tony Wagner; Parent/Community Outreach Program-Carrie Hirst; NAS/MBI/Olweus-Billie Jo Juneau and The Good Medicine Program-Kim Tatsey. No discussion.

Superintendent's Report

Superintendent Update: No discussion.

Federal Relations Outreach Meeting Report: Brian Gallup reported on the FRO trip to DC. IA received a \$25 million increase. We needed \$35 million to stay at 100% Lot but we will be at 85%. NAFIS is asking for \$35 million 2018. Special Education has a 1-2% increase. Mr. Gallup stated that it was very beneficial for BPS board to be in DC two days before the money was appropriated. School board thanked Brian for his advocacy for the school district and for representing BPS. Mr. Gallup recommended that the budget be set at 80%.

Hiring Selection Report: Jason Andreas reviewed process for hiring. Ms. Bremner stated that the board's agreement is that positions be advertised internally for 7 days. Mr. Andreas stated that the advertisements go out at the same time for in house and external advertising, they are simultaneous. There is a minimum for internal notice for 7 days before it goes to anyone else. Mr. Andreas stated that the Union President is okay with this. Ms. Bremner stated that the agreement is between the school board and the union and the President needs to be here to speak on this. Mr. Gallup stated that it is critical that the district follow the practice for in house. Mr. Andreas continued with the hiring practice information stated that there is a minimum of three interviewers and those who screen applications do not interview. The consensus and deliberation procedure is in policy. Jeri Matt asked if a board member wants to observe, are they required to stay for all interviews. Mr. Andreas stated no. Ms. Bremner asked if the district is receiving background checks from the Blackfeet Court. Mr. Andreas stated that he did ask MTSBA and they recommend that the district not go to the Blackfeet Court to do this because of discrimination. Ms. Bremner stated that there are people who are convicted of child abuse. Mr. Edwards stated that a nonmember can be checked through Glacier County, Blackfeet Court is only for tribal members. Carrie Hirst stated that she has to do background checks with the Blackfeet court on enrolled and non-enrolled and she has had some with bad background checks. Mr. Andreas stated that he will bring policy #5011 back with more information. Ms. Bullshoe asked if Indian preference is a requirement by law. Mr. Andreas stated no, we are a division of the State of Montana. Ms. Bremner stated that State agencies and businesses of the State are required by law to give Indian Preference. Ms. Bremner did get a legal opinion on this issue and she can ask the question again. Corrina Hall stated that she has been told by two different attorneys that we cannot give Indian preference. Mr. Gallup stated that BPS is local preference and we do abide by Tero laws. Ms. Bremner felt that the district should talk to legislature about this because the Dept of Labor on Indian reservations gives Indian preference and Montana does give some consideration. Mr. Edwards asked if the district hires qualified staff that meet the requirements of the position hired for and if they get any training. Mr. Andreas stated that they are hired to meet the minimum job requirements or they must be able to be certified. Mr. Edwards asked why we would hire if they are not able to meet the job requirements that are advertised. Mr. Andreas stated that the district has sent people for training to get certified. Mr. Evans asked if all applications are screened. Mr. Andreas stated that the district has a screening process and if there are only 6 applicants they are all interviewed but if there are 20 applicants, they are screened down to 10 and rated by experience, certification, etc. Mr. Conway stated that this is very controversial and the board needs to support the people who interview; many of them do not want to interview anymore because the board does not support their recommendations. Ms. Bremner stated that 99.99% of the time, the board does back the committee recommendations. Mr. Andreas stated that there could be multiple reasons why a person is not brought forward as a recommendation, i.e. background check, drug test, references, etc. Ms. Bremner asked if the background checks are completed before the person is in the classroom with the children. Mr. Andreas stated that if the information is not back in time, that person is paired with a TA at all times. Ms. Bremner stated that the district needs to try to get these done before school starts; the policy is that background and drug tests are completed. Ms. Bremner stated that it is a huge liability for the district having people without these tests in the classrooms. Mr. Andreas stated that it is only late hires because they are traveling here just before school starts. Ms. Bremner stated that the board should be made aware anytime that someone is in the classroom without a background check. Mr. Andreas will send out an email to the board members. Mr. Edwards asked if the district does random drug tests. Mr. Andreas explained that BPS does for reasonable suspension there is no random cycle for employees, only bus drivers and athletes. Wayne Hall stated that if there is reasonable suspicion on a driver they are intervened immediately if they are driving and replaced in accordance with Montana law. Mr. Running Fisher stated that there are a lot of qualified locals not being hired and the district needs to look at hiring more local people. Ms. Bremner stated that the public is continuously saying the board is biased and asked that the district follow policy as it is written. Ms. Bremner stated that if the public feels there is bias they can grieve it to the board. The board needs to be informed. Lynne Keenan stated that it is hard to be on an interview committee and hard to get people to work. She would like to hire them all and not have to pick and choose; it is a tough thing to do. Stacy Edwards stated that some people are unfamiliar with the selection, interview and hire process. Ms. Bremner stated that the district is supposed to advertise within the district for 7 days first so that the district employees have an opportunity to move up first. Ms. Bremner asked that background checks come from the Blackfeet tribal court too. Mr. Andreas stated that he will have policy revised to reflect this. Ms. Bremner stated that it falls on the board in who is hired and if the district is giving someone a chance to get a provisional then the Board wants to know this information on the hiring selection report. Billie Jo Juneau stated that they need more transparency, the process is not communicated. It should be in writing in the packets. The

district needs to make sure the process has no bias in terms of who is selected for the committee and the rational and communicate it to the board. Ms. Juneau felt that they should postpone the interviews and not just put anybody in the position to interview. Tony Wagner stated that he has tried to get coaches to interview and this spring he will ask the head coaches to be on the committees. Jercy Matt stated that sometimes it is difficult to postpone interviews because we may have to reschedule someone who came from out of town. Ms. Bremner stated that the board needs more information before hiring.

Resignations: The following resignations were accepted by Superintendent Rouse for Sherman RedTomahawk, Teacher Assistant, KW-Vina, Effective 4-21-17; Joanne Grandstaff, Assistant Softball Coach, High School, Effective 4-27-17; Gretchen McClintock, Tutor, DeLaSalle School, Effective 4-28-017; Eric Kittson, Security Patrol Officer, Administration, Effective 5-1-17 ;Robert Lerma, Language Arts Teacher, Middle School, Effective 5-1-17; Larry Robison, Softball Coach, Napi Elementary, Effective 5-2-17; Katherine Bell, English Teacher, High School, Effective 6-9-17; Brian Suttle, Teacher, Junior Academy, Middle School, Effective 6-10-17; Joycelyn DesRosier, Elementary Teacher, KWVina, Effective 6-10-17; Angela Butterfly, Custodian, Administration, Effective 4-28-2017; Kelli Tatsey, Teacher Assistant, Browning Elementary, Effective 6-9-2017; Michelle Harrell, Track Coach, Napi Elementary, Effective 5-3-2017 and Shyann Raining Bird, Special Education Teacher Assistant, Effective 5-26-2017.

ITEMS OF ACTIONS

Hiring: Motion by Mr. Conway to approve the following hiring pending successful background checks/drug tests: Billie Jo Juneau, Softball Coach, Babb Elementary 2016-2017 (\$430.00); David Kelly, Softball Coach, Napi 2016-2017 (\$430.00); David Old Chief, Softball Coach, Napi 2016-2017 (\$430.00); Ansel Traynor, Track Coach, Napi 2016-2017 (\$430.00); Heidi Running Wolf, Track Coach, Napi Elementary 2016-2017 (\$430.00); Johanna Hellman-Johnson, English Language Arts Teacher-BMS 2016-2017 (\$3,882.00); Heidi Campbell, Elementary Teacher, KW Vina 2017-2018 (\$35,220.00); Jessica Racine, Assistant Napi Elementary Principal 2017-2018 (\$82,192.00) and Michelle Harrell, Teacher-Napi 2017-2018 SY (\$49,262.00). Second by Ms. Croff. 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: Quentin Miller, English Teacher, High School 2017-2018 (\$39,996.00) and Brian Harrell, Assistant Softball Coach-BHS 2016-2017 (\$907.20 pro-rated). Second by Mr. Edwards. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Conway to approve hiring Brandon Sure Chief, Department Secretary, Food Services pending successful background check/drug test. Second by Ms. Croff. No public participation. No board discussion. All in favor/Motion carried.

Contract Service Agreements: Motion by Ms. Croff to approve the following contract service agreements pending successful background check: Ashton Smith, Youth Mental Health First Aid Training 2016-2017 (\$450.00); Jack Parrent, Youth Mental Health First Aid Training 2016-2017 (\$450.00); Alida Wright, Speech-Language Pathologist 2017-2018 (\$41,472.00); A.W.A.R.E., Consulting and Classroom Behavior Management Strategies 2017-2018 (\$22,174.90) and Custom Educational Consulting, Mathematics Professional Development 2017-2018 (\$3,500.00). Second by Mr. Conway. No public participation. Board discussion: Mr. Conway asked if a grant pays for the AWARE training. Ms. Edwards stated that it is paid by Impact Aid. No further discussion. All in favor/Motion carried.

Out of State Travel: Motion by Ms. Croff to approve out of state travel for Senior Class Trip, Silverwood Theme Park, Athol, Idaho (Student Activity Funds (\$7,919.00) pending until all funds needed are raised prior to travel. Second by Mr. Conway. Public participation: John Salois stated that the high school will help with the travel but the students/sponsors have not completed all requirements yet. No board discussion. All in favor/Motion carried.

Motion by Ms. Croff to approve out of state travel for Billie Jo Juneau, Brian Harrell, Gustavo Garces, Cheryl Tailfeathers, Lisa Screeton -AVID 2017 Summer Institute in Minneapolis, MN (\$481.95 ea). Second by Mr. Conway. No public participation. No board discussion. All in favor/Motion carried.

In State Travel: Motion by Mr. Conway to approve in state travel for Natasha Siliezar, Jessica Racine, Jennifer Wagner, Corrina Guardipee-Hall, Billie Jo Juneau, Tonia Tatsey, John Salois, Matthew Johnson, Kimberly Tatsey-McKay - MBI Summer Institute in Bozeman, MT (\$902.85 ea); Billie Jo Juneau, Tonia Tatsey, Jennifer Wagner, Corrina Hall, John Salois, Julie Hayes, Jill Mattingly, Sicily Bird, Matthew Johnson-Trauma Informed Schools Conference in Great Falls (School Related Leave Only); Tony Wagner, Girls and Boys Divisional Track Meet in Belgrade, MT (\$658.84) and Tony Wagner, Girls and Boys State Track Meet in Laurel, MT (\$724.34). Second by Ms. Croff. No public participation. No board discussion. All in favor/Motion carried.

Approvals: At Jason Andreas request, Mr. Evans motioned to table Extended Contract: Andrea Evans, Summer Gear Up (STEM) Program-BMS 2016-2017 (\$2,790.00) and Extended Contract: Sunnie Bird, Summer Gear Up (STEM) Program-BMS 2016-2017 (\$2,018.00) until the Gear Up funds are approved. Second by Mr. Conway. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Conway to approve Extended Contract-Nancy Light, 2017 Summer School Program (\$2,985.00); Elementary Extended Contracts 2017-2018 Leadership Week - Instructional Planning and Grouping (\$23,020.43) and Elementary Principal and Coaches Planning-Preparation Week 2017-2018 (\$12,788.96). Second by Mr. Evans. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Edwards to approve BHS Extended Contracts, 2017-2018 Leadership Week-Instructional Planning and Grouping (\$1,231.31). Second by Ms. Croff. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Conway to approve Extended Contract: Juanita Sloss, Extended School Year (ESY) Special Services 2017-2018 (\$4,454.00); 2016-2017 Substitute Eligibility List; All American Publishing 2017-2018; 2017-2018 MQEC Membership; Commercial Energy Natural Gas Purchase Agreement 2017-2019; Renovation of Annex for Use by the District's Childcare Program \$30,000.00; Purchases Over \$5,000.00; District Claims Check #414950 - #415035 (\$147,067.79); Student Activities Claims Check #702821 - #702845 (\$5,096.89) and Additional Pays-Payroll. Second by Ms. Bullshoe. No public participation. Board discussion: Jason Andreas stated that the individual on the sub list will be held pending receipt of approved background check. Mr. Conway asked Carrie Hirst if she has everthing needed for the Annex renovation and asked what is happening with the coolers. Ms. Hirst stated that she did a walk through with Tim Peterson and Mr. Rouse and said they are taking the coolers out. Mr. Rouse did not agree with a lot of things that were requested to be done so Ms. Hirst stated that she does not know how much was taken out of the plans after the walkthrough. Ms. Hirst stated that the bathroom will be for small children, the girls bathroom will be for parents and Hi-Set students. There are under the numbers required by gender for separate bathrooms so they will have a unisex bathroom. Ms. Hirst stated that BPS is licensed for 22 children and have a very large waiting list. Mr. Edwards stated that the principals/directors know what they need and if the board has given their support and the district has the money, then the board decision should be final and should not be changed. Board members agreed that whatever was decided in the facility committee meeting should be what is happening. Mr. Conway stated concern that the original decision cost \$100,000 and no it is only \$30,000 and wanted to know what was changed to reduce the cost. Mr. Conway asked to approve the recommendation on the board agenda and also bring this back to the facility committee to discuss further. Ms. Bremner asked Ms. Hirst to discuss this issue with Mr. Rouse. Ms. Hirst stated that she was not offered a contract to return and she will be done at the end of June. No further discussion. All in favor/Motion carried.

Motion by Mr. Conway to adjourn the meeting at 7:29 p.m. Second by Ms. Croff. Motion carried.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Wendy Bremner, Board Chairperson

_____ Stacy Edwards, District Clerk