

Regular Board Minutes (Draft)
Wednesday, March 25, 2020
Administration Conference Room

Present: Donna Yellow Owl, Wendy Bremner (via teleconference), Brian Gallup (via teleconference), James Evans, Kristy Bullshoe, Brenda Croff, Rae TallWhiteman. **Absent:** Jess Edwards.

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

Approval of Agenda: Motion by Mr. Evans to approve the agenda removing from hiring: Danielle Augare, Girls Basketball Coach-BMS 2020-2021; Arlan Edwards, Girls Basketball Coach-BMS 2020-2021; William Whitegrass, Girls Basketball Coach-BMS 2020-2021 and Whitney Bremner, BHS Assistant Volleyball Coach 2020-2021. Second by Ms. Bullshoe. All in favor/Motion passed.

Approval of Minutes: Motion by Mr. Evans to approve the Regular Board Minutes of 3/10/20, Special Board Minutes of 3/15/20, and Special Board Minutes of 3/19/20 with no changes. Second by Ms. Bullshoe. All in favor/Motion passed.

Public Comment: None.

ITEMS OF DISCUSSION

Building Reports: None.

Superintendent's Report

K-12 Education Plan: Matthews Johnson asked each principal to report on the plan of action for their building. When finalized, all plans will be approved by the school board and forwarded to the Governor for final approval. Each Principal noted that they have already emailed the plans to the superintendent and each board member. Matthew Johnson encouraged staff to have electronic and paper option for everybody and recalibrate every week. Toni Tatsey, KW/Vina stated that paper packets for first 2-weeks are going out tomorrow for 3-k, k & 1st grade; she scheduled volunteers for 2-hour increments to support food service. The first google meeting with SLT is scheduled for Friday; next Monday and Tuesday will prepare the next 2-week cycle of packets; parents will drop off packets at KW in teacher boxes. Ms. Tatsey will have information announced on local radio to pick up and drop off packets. Ms. Tatsey asked if Everett Holm can put on the automated calling system when and where they will distribute packets and also to return packets; parents can send their students homework to the school on the lunch buses if they do have to. A letter has been sent to parents and students with this information and the teachers school email addresses. Secretaries will alternate work at KW Vina so parents can call the school to get a message to the teacher if they do not have internet access. Sicily Bird, Napi, stated that packets are ready for 3/30-4/6 with an answer key for parents to help with math packets (first 2-weeks). Ms. Bird met on google meet with Napi staff yesterday and will have an instructional video to help parents on Google drive; students can work on Google drive immediately and at any time. Teachers will reach out to their students from 9-11 a.m. daily. The first week teachers reached out to kids to check on them asking if they received their packet and if they understand what to do. The goal is to make sure teachers are talking to the students. Napi did poll the students and has 208 with internet; 170 no Internet and 140 need Chromebooks. Ms. Bird stated she needs more manpower to get work out to kids and will schedule teachers in the building to help and get Chromebooks ready. 3-Rivers is working quickly and has all 4th and 5th grade students on their list and will be done by April 6. Ms. Bird stated they are offering social emotional support with COVID, health, etc. and all will be in the student lessons. Sheila Hall, BES, will have paper packets out tomorrow for 3-weeks with ELA, math, writing books, pencils, notebooks. Curb side pull up starts tomorrow with 3rd grade on north side, 2nd on south side and offering technology with google classroom invites. Ms. Hall hopes to get all their students connected so they can communicate with their teachers. They are preparing the next round of packets with common core standards and will have parent reference sheet; they are piloting another program where the teacher can assign work to students and supplement with paper packets that will be returned to teacher. Napi teachers will have office hours to call them and help students.

Packets will be mailed to students who do not pick them up. Ms. Hall will ask Everett Holm to put out a Facebook post to get updated phone numbers to the school. Angela Heavy Runner, BMS, stated that tomorrow middle school will have iPads out to students with internet and packets to students without internet; students are utilizing google meet. Ms. Heavy Runner has met with staff and encouraged them to become more familiar with technology and have virtual meetings with all students they can reach; teachers are checking in by phone and email; school counselors will have school cell phones and the cell numbers will be available 8-4 Monday through Friday; will meet with school counselors next week on google meet; dean of students will contact 20 students to check in with and meet by-weekly by phone for support and encouragement. There are no jetpacks yet due to high demand. Tables and iPad cart will be setup outside in bus area; parents will have to sign agreement for the iPads and keyboards; timeframe: 9:00-3:00. If packets are not picked up by Friday, staff will deliver and mail out what is left. Board members agree that there should be no locker items given to students during this time unless it is a necessity; These can be done at a later time by appointment. Jennifer Wagner, BHS, stated that they will start handing out paper packets Thursday to approximately 45 to 78 students; they completed a survey and know what students have internet/technology capability. 9th and 10th grade will be in from 10 :00 to 12:00 for packets; there are extra iPads for those who did not have them. 9th grade will pick-up 1:00-3:00. Makeup work is on Google classroom from last week and they can work on it now. Tomorrow there will be one more set of assignments on Google classroom. Staff have talked to most of students and she will meet with staff this morning; have asked staff to be available by phone from 8:00-4:00. Google hangout will help student with sources to help them. Classified staff have been asked to be available to get packets ready encouraging staff to work offsite. Special services staff will be calling their students and offering support. Counseling services are available; resources available by hotline, Google, phone, etc. and Google classroom is available 24-7. Student work can be submitted back to the teacher and all will be flexible when grading. Ms. Wagner is working on graduation plans, Mr. Johnson stated that 80-90 % of kids are comfortable with. Google classroom and he is having virtual training for teachers on this; teachers can watch what the student is doing and offer feedback; it is open source and free. Google hangout, Google meet and facetime are programs that students and teachers can use to interact. Packets will be quarantined for a short time. JoAnn Powell, Babb, stated that packets are ready; kids are working on math, reading, spelling, grammar, social studies, science. Teacher's gave out their numbers for student support. This is Babb's second week of handing out packets to students. Thursday is packet pickup and return. Parents will drop-off in box in front of school building; it will be bagged then graded. Maureen Stott, Special Services, stated that the law requires SpEd students to have frequent contact. Ms. Stott stated she has met with staff and discussed contacts and plans required by governor. They will have online support on Google meet and Google classroom; packets will be out this week. A link will be setup for parents for IEPs that must be done. Staff meetings scheduled for tomorrow, with some meeting weekly on Tuesday at 9 am and 10 for speech path services and school psychologist. They are working on supplying devices for students; students will google meet with teachers and have daily contact with all staff on assessments, contacts, support, homework, etc. to keep track of data on infinite campus. Natasha Siliezar, Colony Principal, stated that the students are expected to be at school every day. Students will do math and reading on line and do writing prompts daily. Because of no technology, will be using paper packets and scanning to teacher. Students do not have individual email accounts, will setup iPads at each school so they can meet with their own students. Working on using facetime with students and meeting by phone with staff. Ms. Siliezar has sent information on covid to parents; they don't want visitors at the colonies. Nikki Hannon, Childcare/FIT, provides other services to students and has spent the last 2 weeks locating resources; most suppliers/vendors are short on supplies. Relying on core staff to be out there. Ms. Hannon stated she has stressed to volunteers/staff on social distancing, wear masks, gloves, curb side pickup. Care packages for teen parents will be out tomorrow. Students in transition do not have access to email and won't be curbside to pick up homework; students are hard to reach. Have been communicating with principals. Backpacks are available if needed. Mr. Johnson will be checking on William Buffalo Hide students next week and get resources to them and contact each personally. Ms. Heavy Runner stated she has advised BMS staff they are to be available Monday through Friday and have encountered situations where staff are not available even for virtual conferencing and asked if they have to take leave for that day. Matthew Johnson stated that with Governors announcement the district cannot make requirements. Ms. TallWhiteman stated that it is not just essential certified staff not being available but also essential classified staff and stated that she has issue with staff who don't want to work and they stated reason is because they "have to collect their thoughts". Their supervisor is begging them

to come work. The district is down to serving only 400 meals and two sites. Matthew Johnson stated that we need more clarification; some staff don't feel safe being at work and the Governor says don't gather; need to know who is essential and who is not if the teacher is not returning calls and not available. Ms. Yellow Owl stated that the Governor required schools to identify essential staff so that all the requirements were met in order to receive state and to continue to pay staff and felt that staff needs to be told this. Julie Hayes, Union President, stated that the MOU for certified and classified have been signed. The certified agreement requires teachers to stay in contact with their supervisor and be available by phone; all members have been told this. Ms. Hayes stated that she will personally inform teachers of this again. Ms. Hayes suggested that principals contact her if they continue to have problems with certified staff. Ms. Hayes also stated that most teachers can come in to work as long as the district is following CVC guidelines. John Salois stated that MOU for classified is the same and bargaining unit members must stay in contact with their supervisor by phone. Mr. Salois will get this information out to all staff. Angie Heavy Runner stated that the email to the district states only classified can volunteer in areas of food service, prep, cleaning. Mr. Salois stated that the email from superintendent was changed on 3/23/20. Ms. Yellow Owl felt that the employees should read their emails so that they understand their responsibility to the district and asked that all staff have a copy of the MOUs and if they are not following them, then start disciplinary action. Superintendent Hall and Mr. Salois will make sure that all staff are aware of the MOUs and give clear guidelines on expectations; Ms. Hayes will make certain that certified know the requirements as well. Mr. Evans asked that the district share a map of hotspots for all schools so that staff and students have availability to internet access. Ms. Yellow Owl stated that it is up to school to decide who is essential according to the Governor and we need to continue providing food, which is transportation, cleaning, education for kids. Superintendent Hall stated that essential staff at the administration is head secretary, maintenance, administration staff. Ms. Bremner wants people to be home and only call in who needs to be in. Mr. Johnson suggested rotating staff and using classified to help on specific days. Ms. Bullshoe felt that there needs to be a better way to serve the kids; they should not gather at the buses. Lynne Keenan felt that there is a lot of waste right now and suggested that people call in to her and give number of meals needed; the meals would go to those most in need or she could have food mobile out front and parent can pick up meals; this will take away having to go to the home or gathering. Lynne stated she is the only one working in her department and she has called her staff to come in and they won't return her calls or texts; the mail is not going in or out, she's having problems with the copy machines, has had only 2 cooks from day one; the other cooks might come in at times. Ms. Keenan stated she offered staff to be in their work areas by themselves, or work 2 hours a day, alone and wear gloves and mask. Ms. Keenan has 2 subs working at the warehouse now and she is training them to do the work. A couple of administration staff have offered to do mail and help with copying. The food shortage is tremendous and there is a lot of work to be done because she is in full operation because it is an essential place and staff won't work. Ms. Yellow Owl stated that the board can take a look at this and maybe stop paying people who are not willing to work and follow the MOUs; staff can draw unemployment. Ms. Yellow Owl stated that the state is only paying for certified staff and essential classified staff who need to be identified and be at work, except people at risk; those who are not essential can draw unemployment. Ms. TallWhiteman, Ms. Croff. Mr. Evans, Ms. Bullshoe agreed. Mr. Evans stated that principals need to bring a list of essential staff; don't want people in buildings if not working. Those who want to work can work in essential work areas. Ms. Bremner asked if they take unemployment. Ms. TallWhiteman stated that they won't just get unemployment, they may have to resign or be released from their jobs. Ms. Bremner stated that unemployment is available for those who want to stay home. Ms. TallWhiteman stated if they have 504 in place with allergies, asthma, etc. we cannot require them to work. Mr. Salois stated if they take FLMA they can be paid if they documentation but will not be paid full rate because of limitations in the plan. Superintendent Hall stated that the essential employee lists will be ready on Friday. Ms. Yellow Owl asked for essential staff lists from each principal to state what work each will be doing; state position, not the person; Mr. Salois will clarify information on unemployment. A special meeting will be scheduled Friday at noon.

Coaching Update: No discussion

Resignations: The following resignation was accepted by the superintendent resignation was accepted from Dean J. Kipling, Warehouse Supply Clerk-Food Service, Effective 3-14-2020.

ITEMS OF ACTION

Hiring: Motion by Mr. Evans to approve the following hires pending successful background check/drug test: Kortni Guardipee, Teacher Assistant-BMS and the following Certified Elementary Staff Renewals 2020-2021 SY: Cindy Show, Suzanne Weeks, Joann Powell, McKenzie Augare Jocelyn BigThroat, Ashley Burd, Marci Burd, Taylor Crawford, Amy DeRoche, Louise Giebel, Shontee Johnson, Zoe Johnson, Nathalie Lopez, Dawn Marxer, Angie Pepion, Britney Shooter, Shaylea Tatsey, Egan Black, Brandy Bremner, Betty Brock, Cheri Dauphanais, Jennifer Fenner, Sheila Grady, Carol Grant, Sadie Harwood Johnson, Gail Hoyt, Nancy Light, Amy Molenda, Kelley Sharp, Ruth Shea, Cherie Show, Nicole Whitney, Jennifer DeRoche, Jessi Edward, Melissa Henderson, Vivian Sanderville, Samantha Grant, Elisha Davis, Carina Stoves, Radium Woolf, Willamina Tailfeathers, Dana Bremner, Julius WeaselHead, Marsha Switzer, Victoria McClellan, Elsie Ground, Shawnee Momberg, Jimi Lunak, Amanda Whiteman, Arthur Westwolf, Calvin Lang, Heidi Hannon, Elizabeth Tailfeathers, Mary Belcourt, Dawn Magee-Cobell, Kylie Black, Andrea Sangray, Kelli Burke, Anna Armstrong, DeeDee SpottedBear, Alannah BlackGoat, Brandon Berthelson, Carson Bryant, Sherina Whitford, Patrick Armstrong, Victoria Guardipee, Chase Nevez, Jeremy Wells, Kayla Jeckell, Adriane Tailfeathers, Aspen ManyHides, Heidi Dubray, Victor Madplume, Autumn Gilroy, Milyn LazyBoy, Earl Tail, Zebah Burdeau, Michelle Harrell, Theodora Weatherwax, Dana SureChief, Jason Andreas, Jessica Schauff, Juanita Sloss, Jodi Sabo, Edi Wagner, Genevieve Bragg, Melinda Juneau, Irene Augare, Sunnie Bird, Robert Bremner, Elizabeth Coleman, Glenda Eaglefeathers, Arlan Edwards, Erin Gilham, Jodie Goss, Pat Hagan, Mistyne hall, Julie Hayes, Cody Henderson, April Jiminez, Brenda Kramer, Lori LaPlante, Raquel LittlePlume, Melanie Magee, Tracy Momberg, Laura Monroe, Rudolpho Rivas, David Ricci, Sheila Rutherford, Sharon Tucker, Margaret Tailfeathers, Ronald Tucker, Carolyn Zuback, Verlin Whiteman. Second by Ms. Croff. No public participation. No board discussion. Motion passed 7-0 with Donna Yellow Owl, Wendy Bremner (via teleconference), Brian Gallup (via teleconference), James Evans, Kristy Bullshoe, Brenda Croff, Rae TallWhiteman voting for.

Motion by Ms. Croff to approve the following hires pending successful background check/drug test: Certified Secondary Staff Renewals 2020-2021 SY: Jason Krane, Charlie Speicher, Christopher Lewis, Nickolas Rink, Greg Klauk, Katie McDonald, Troy Atchison, Fonatee Blay, Meri Gobert, Lester Johnson, IV, Johanna Hellman Johnson, Kevin Kicking Woman, Adrien Wagner, Debra High, Jenna Skunkcap, Wilma Madplume, Sienna Speicher, Randall Rivas, Lea Whitford, Andrea Evans, Violet Sinclair Boggs, Amy Andreas Conrey, Leo Bullchild, Francis Guardipee, Katherine Skunkcap, Cheryl Tailfeathers, Robin BearChild, Glenn Castle, Richard Hagberg, Brenda Johnston, June Matt, Robert Miller, Travis Miller, Darcy Skunkcap, Ben Steele, Jim Vaile, Joanne Grandstaff, Robert Bremner, Ross DeRoche, Brian Harrell, Lucy Muragin, Melody Small, Roger Zentzis, Carla Whitegrass-Trombley, Charlene WhiteQuills and Angel Dusty Bull, Custodian/High School. Second by Mr. Evans. No public participation. No board discussion. Motion passed 7-0 with Donna Yellow Owl, Wendy Bremner (via teleconference), Brian Gallup (via teleconference), James Evans, Kristy Bullshoe, Brenda Croff, Rae TallWhiteman voting for.

Contract Service Agreements: None.

Out of State Travel: None.

In State Travel: None.

Approvals: Motion by Ms. Croff to approve the following items: District Claims Check #730456 - #430562 (\$1,034,259.04); Student Activities Claims Check #704339 - #704345 (\$656.95) and Additional Pays-Payroll. Second by Mr. Evans. No public participation. *Board discussion:* Ms. Croff requested information on the following claims: Dept of Revenue Claim is for Construction and US Bank is for Tax Credit. Motion passed 7-0 with Donna Yellow Owl, Wendy Bremner (via teleconference), Brian Gallup (via teleconference), James Evans, Kristy Bullshoe, Brenda Croff, Rae TallWhiteman voting for.

There were no Personnel or Legal Issues.

Motion by Ms. Croff to adjourn at 7:10 p.m. Second by Ms. TallWhiteman. Motion passed.

Respectfully Submitted by:

_____ Carlene Adamson, Board Secretary

_____ Donna Yellow Owl, School Board Chair

_____ Stacy Edwards, District Clerk