

## **Special Board Minutes (Draft)**

Wednesday, December 5, 2018 @ 4:00 PM

Administration Board Room

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

The meeting was called to order at 4:08 p.m.

**Approval of Agenda:** Motion by Mr. Evans to approve the agenda with no changes. Second by Ms. Bremner. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Evans, James Running Fisher, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for.

**Public Comment:** Stacy Edwards discussed the meal cost for BPS athletes in small towns. Ms. Edwards stated that she attended a game in Conrad over the weekend and the cost for a meal was way over \$9.00. Following discussion of student meals, the board agreed by consensus to change the student meals as follows: Breakfast \$9.00; lunch \$12.00; dinner \$15.00. Ms. Yellow Owl asked that no special meetings start at 4:00 p.m. unless all board is in unanimous agreement. Ms. Bremner stated that KBWG Radio Station of the Blackfeet Nation is fully up and running and a representative will meet with the superintendent on attendance, bullying, public service announcements. Ms. TallWhiteman discussed student teaching and culture and history. Ms. Bremner suggest BPS partner with BCC for professional development on culture. No further discussion.

### **ITEMS OF DISCUSSION**

**Transfers:** Superintendent Hall reviewed Sherie Blue's duties in HR, noting that she has been doing the HR Director duties for a while now. Also discussed were duties for Natasha Siliezar working with the HR Director on investigations. Superintendent Hall stated that she has transferred John Salois into the HR Director position because of his knowledge of law, school policies/procedures and he has an administrative degree and his background check; it is a much faster and easier process to transfer Mr. Salois in as HR Director to begin on December 31. Matthew Johnson has agreed to step in as he interim high school principal position for the remainder of this school year. Ms. Yellow Owl felt that the board should have seen the letter in the last board meeting and stated her support for Mr. Johnson's interim transfer. Ms. Yellow Owl stated her disagreement in transferring Mr. Salois and felt that he does not have people skills or working with kids and staff. Mr. Gallup stated that he hears what Ms. Yellow Owl is saying and noted that if Mr. Salois is not transferred he will remain as the principal. Ms. Yellow Owl stated that Superintendent Hall cannot transfer without the board knowing. Mr. Gallup noted that the superintendent does have authority to transfer and if the board strats making transfers it will be micromanaging. Ms. Yellow Owl felt that it is not micromanaging but stated that the person being transferred is not the best person. Ms. Bullshoe stated that a person would need communication skills and rapport with community, parents and district and stated that she does not support the superintendent's decision. Ms. Bremner stated that this is a needed change and Mr. Salois has past experience with BCC, BPS School Board, BHS Principal and knowledge and professionalism. Superintendent Hall stated that Mr. Salois is good one on one with people, and parents have called and stated appreciation of Mr. Salois and he does not need training in this position. Ms. Yellow Owl stated that she was informed that Mr. Salois is on a plan of improvement and felt that he should not be put in HR. Mr. Gallup stated that he was on a plan of improvement for the high school. Mr. Edwards stated his surprise at the list of duties and asked if the duties will be passed out to others. Superintendent Hall stated that Ms. Blue has been responsible for the majority of the duties since before the last director and those responsibilities will go back to the director. Ms. Bremner stated that she worked with Mr. Salois at BCC and he worked with data and did detailed work. He treated her and son professionally and she did not hear of problems at BHS. Ms. TallWhiteman stated that she is worried about Mr. Salois conduct with people but agrees that BHS needs to move in a positive direction; Matthew Johnson will be good for the students at BHS; Mr. Salois will be interim HR until April then can be reviewed; Mr. Salois can

do the job if that what he ants and he could grow in the job. Ms. Yellow Owl stated that she respects the board's opinion and agrees on Matthew but has reserves on placing Mr. Salois in HR. Ms. Bremner stated that she is happy that Mr. Johnson accepted interim high school principal, he has a lot of experience with students with trauma, but does not want WBH neglected. WBH has a lot of good staff in place that can help. Ms. TallWhiteman does not want Mr. Johnson pushed into something he is not comfortable with. Mr. Running Fisher stated that he feels the high school needs change. HR has 3 people in their department; director, secretary and Natasha and they are not doing the job. Mr. Running Fisher stated that you can't take people away from their jobs to do others jobs and commended Mr. Johnson stating that it is good to put someone where they should be. No further discussion.

### **ITEMS OF ACTION**

**In State Travel:** Motion by Mr. Evans to approve in state travel for Sicily Bird, OPI Data Assessment Conference in Helena, MT (\$398.88). Second by Ms. Bremner. No public participation. No board discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Evans, James Running Fisher, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve in state travel for Jeri Matt-District Test Coordinator and Building Test Coordinator Rebecca Rappold-KW Vina, Kari McKay-BES/Babb, Jessica Racine-Napi, and Violet Sinclair-BMS/BHS to attend the Montana Assessment Conference in Helena, MT (\$2,549.10). Second by Mr. Edwards. No public participation. No board discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Evans, James Running Fisher, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for.

Recess @ 4:27 p.m.

Reconvene @ 4:35 p.m.

**Approvals:** Motion by Mr. Evans to approve to Waive the 5% Penalty Fee for Early Contract Release for Emorie Davis Bird, HR Director (\$2,306.25). Second by Ms. Bremner. No public participation. *Board discussion:* Ms. Yellow Owl stated that waiving this fee is a cost to the district and felt that it should not be waived. Ms. TallWhiteman stated that Ms. Bird gave only 3-day notice of leaving the district and noted that only non-locals have been required to pay the penalty. Ms. TallWhiteman suggested changing the policy, it is a cost to the district. It was noted that this 5% penalty is not in board policy but is in the master contract. Mr. Gallup suggested they either pay it or remove it from the contract. No further discussion. Motion failed 4-4 with Brian Gallup, Wendy Bremner, James Evans, Kristy Bullshoe voting for. James Running Fisher, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting opposed.

Motion by Mr. Evans to approve a Salary Increase for Sherie Blue, Human Resource Administrative Assistant (\$2,084.00). Second by Ms. Bremner. No public participation. *Board discussion:* Ms. Yellow Owl stated that Ms. Blue does deserve a raise but the others should be brought back as well. Ms. Yellow Owl also inquired about the salary of \$98,000 for Natasha Siliezar. Superintendent Hall stated that Ms. Siliezar makes less than that although she went to a fulltime FTE that was board approved in the previous board meeting. Ms. Bullshoe asked to have Stacy Edwards brought back for a raise. Mr. Edwards stated bring back who didn't get increases. No further discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Evans, James Running Fisher, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve a Wage Modification 2018-2019 for John Salois. Second by Ms. Bremner. No public participation. No board discussion. Motion passed 8-0 with Brian Gallup, Wendy Bremner, James Evans, James Running Fisher, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteman voting for.

Ms. Yellow Owl asked for an update on the Browning Middle School issue. Superintendent Hall stated that this issue is scheduled with the student expulsions following this meeting.

Motion by Ms. Bremner to adjourn at 5:30 p.m. Second by Ms. Bullshoe. All in favor/Motion passed.

Respectfully submitted:

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

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

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