

Regular Board Minutes (Draft)
Tuesday, April 11, 2017 @ 5:00 p.m.
Administration Conference Room

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

Approval of Minutes: Motion by Ms. Croff to approve the Regular Board Minutes of 3/29/17 and Special Board Minutes of 4/3/17. *Discussion:* Change Mr. Evans vote on the skilled maintenance position to show that he voted in favor of creating the position. Second by Ms. Bullshoe. All in Favor/Motion carried.

Approval of Agenda: Motion by Ms. Croff to approve the board agenda with no changes. Second by Mr. Evans. All in favor/Motion carried.

Public Comment-Elders regarding water compact and constitution reform: Ms. Bremner stated that this meeting is subject to the provisions of the Montana Open Meeting Law under Section 2-3-103 and Browning School Policy #1441 for Public Participation at Board Meetings. Geraldine Gordon stated that she was told a member of the community was allowed to talk to the senior students about the water compact and the constitution reform at the high school and asked if the school board had given their approval to do this or if it is allowed for someone to promote a political agenda in the schools. Ms. Gordon stated that the students received one sided information and the other side has not been able to express opposing views and felt that it is a violation of the students' rights to be full informed. Ms. Bremner stated that it is the teachers right to have freedom to have discussions with the children and suggested that Ms. Gordon follow the chain of command and see if they can have equal time with the students. William Blackman stated that he did speak with the high school principal and the superintendent. Mr. Salois did tell him that he would make it possible for his group to talk to the students in the government class and present their views. Mr. Blackman stated that he believes there is a law against bringing political issues in to the school and there could be a law suit. Ms. Gordon stated that she will go and talk to the students. Ms. Bremner suggested that they get on the agenda for a political issues discussion. Ms. Gordon stated that the school has authoritative people going in and talking to the kids about this issue and the kids believe the authority figures. Ms. Bremner stated that Ms. Gordon is an elder and she is an authoritative figure too.

Mike Tatsey stated that the district had a NAS Director position that went from fulltime to halftime and now it is a coordinator position. This school is 99% native American and Mr. Tatsey stated that it bothers him to see this position as a lowly coordinator position instead of the same as everybody else, also they will be a Blackfeet speaker and paid less than a maintenance person. Mr. Tatsey stated that culture in this community is important.

Frances Guardipee stated that he sees all the money being added on for administration, the district needs more teachers; the board is hiring and paying a lot on top but not hiring to help kids learn.

Student Recognition: John Salois recognized Olivia Hall and John LongTimeSleeping for displaying excellent diplomacy skills and showcasing Browning High Schools positive stance on student conduct. The speech they gave was amazing, and passionate and received compliments from OPI and other schools that were in attendance. Both were commended for being true leaders.

Staff/Community Recognition: Corrina Guardipee-Hall was commended by Tonia Tatsey for her expertise and for working as a team to get behavior, health, and dental services for the students. Ms. Tatsey recognized Mike Tatsey and Rosemary Bullshoe for reminding her about self-care and keeping her balance. Each were thanked for keeping her centered.

ITEMS OF INFORMATION

Building Reports: Ms. Bremner acknowledged the following building reports: KW-VC Board Report-Tonia Tatsey, Browning Elementary Board Report-Jennifer Wagner, Napi Building Report-Sicily Bird, Browning Middle School Board Report-Julie Hayes, Browning High School Board Report-John Salois, Babb Elementary Board Report-Billie Jo Juneau, Big Sky Board Report-Dan Anderson, Glendale Board Report-Billie Jo Juneau,

Alternative Schools Board Report-Matthew Johnson, Student Activities Board Report-Tony Wagner, Special Education Board Report-Jill Mattingly, Parent-Community Outreach Program Report-Carrie Hirst, NAS-MBI-Olweus Board Report-Billie Jo Juneau, Good Medicine Board Report-Kimberly Tatsey-McKay. *Discussion:* Ms. Croff thanked KW-Vina for their report that shows how much students are being taken care of and Napi for the update on dropped students; the Good Medicine Program Soars Survey is very eye opening. Ms. Bremner asked if the survey was shared district wide and stated that there are important statistics on students in our district. The District has lot of work to do even though we have done a lot of work. The Academy received a letter from an individual that visited our district and said that they never were in a school where students felt so welcome and the school was so open. Ms. Bremner felt that all buildings need to use the strategies they are using in the Academy across our district. Mr. Gallup stated that it shouldn't be eye opening this has been going on for a while; BPS has taken proactive measures that can be used progressively. Congratulations to Matthew Johnson and the Academy building for this recognition. Tony Wagner explained the change in the state track meet that will be held in Laurel, Montana. Mr. Wagner stated that he has met with the Tribe, Donna Yellow Owl, Mark Magee and Richard Sanchez and the local infield will be ready for the game next Tuesday. One of the district's new score clocks is being used for softball. Mr. Wagner will present a plan for hosting a tournament for next year.

Superintendent's Report

Superintendent Update: Mr. Rouse stated that the Community Relations Summit will be held at the Annex on April 25 at 12 pm at the Annex Building. The Advisory Committee discussion will include developing an action plan, pride in the community, community wellness, and Blackfeet language and culture.

Jill Jackson PD and CDL Literacy Conference: Jercy Matt, Edie Wagner, Lona Running Wolf, Sheila Hall and Arlene Wippert attended the training and presented on basic goals to increase student proficiencies, create coaching focus based on teacher needs, differentiate coaching to meet needs of staff, prioritize goals and action steps, implement professional development in every classroom, differentiate coaching cycles, collecting data. Ms. Matt stated that teacher efficacy has the number one impact on student achievement. Mr. Gallup felt that it is critical for Ms. Matt to keep the board appraised as this is a huge investment. Ms. Matt stated that she will do a workshop for the board.

Personnel Update: Jason Andreas stated that the district has picked up 3 new teachers at the U of M. Two are locals that will be offered positions.

Hiring Selection Practices: Ms. Bremner feels that the hiring practice is fair but some feel there is favoritism and suggested discussing a process that appears fair to the community. Jason will gather information from what other schools do for discussion. Mr. Gallup stated that the district does have a policy that is fair but we stray from it and felt that BPS needs to clean up the process and stick to it. Mr. Andreas will bring some recommendations forward at the next meeting.

Resignations: Superintendent Rouse accepted resignations from Shanae Gilham, Track Coach, Middle School, Effective 3-29-2017; Autumn Dawn Gilroy, Elementary Teacher, Napi Elementary, Effective 6-9-2017 and Rose Dehne, Special Education Teacher, Browning Elementary, Effective 6-9-2017.

ITEMS OF ACTION

Hiring: Motion by Ms. Croff to approve the following hiring pending successful background check/drug test: Beverly Gerbase, Special Education Teacher, KW-Vina 2017-2018 (\$61,312.00); Candace Tucker, Teacher-Napi Elementary 2017-2018 (\$36,090.00); Renewal Contract-Chase Nevarez, Teacher-Napi Elementary 2017-2018 (\$36,090.00) and Renewal Contract: Laura Hall, Teacher-Napi Elementary 2017-2018 (\$36,090.00). Second by Mr. Evans. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve hiring the following Certified Administrators-Principals 2017-2018: Sicily Bird-Napi Principal \$86,172.00, Corrina Hall-Guardipee-KW Vina Assistant Principal \$83,772.00, Julie Hayes-BMS Principal \$88,361.00, Jennifer Wagner-BES Principal \$87,764.00, Jill Mattingly-Special Education Director \$87,835.00, Jeri Matt-Director of Curriculum \$90,563.00, Billie Jo Juneau-BHS Assistant Principal \$84,381.00, Matthew Johnson-Director of Alternative Education \$86,570.00, Tonia Tatsey-KW Vina Principal \$87,963.00,

Natasha Siliezar-BMS Assistant Principal \$81,993.00, John Salois-BHS Principal \$86,570.00, Kari McKay-BES Assistant Principal \$83,983.00. Second by Ms. Croff. No public participation. No board discussion. All in favor/Motion carried.

Motion by Ms. Croff to approve hiring the following Administration, Technical-Professional, Directors and Confidential Staff 2017-2018: Jason Andreas-HR Director \$89,739.00, Stacy Edwards-Director of Finance \$76,905.00, Everett Holm-Director of Technology \$89,827.00, William Kennedy-Technology Specialist \$44,126.00, Wayne Hall-Director of Transportation \$67,619.00, Lynne Keenan-Child Nutrition Director \$65,133.00, Glenn Hall-Custodial Supervisor \$50,400.00, Carlene Adamson- Sup't./Board Secretary \$50,766.00, Sherie Blue-HR Secretary \$40,668.00, Melanie Magee-Gear Up Coordinator \$53,676.00, Tony Wagner-Activities Director \$69,799.00, Josephine, Lewhryn-Gear Up Liaison \$32,258.00, Colleen Nolan-Special Education Secretary \$33,897.00, Sunshine Gaither-Gear Up Liaison \$30,187.00 (.75fte), Arlin Edwards-Student Support Coordinator \$41,853.00, Regina Rink-Speech Language Aide \$54,917.00, Sydney St. Goddard- Family Engagement Coordinator \$35,596.00, Kimberly Tatsey McKay- Good Medicine Coordinator \$53,420.00, Chris Lewis- Good Medicine Specialist \$40,579.00, Tessa Racine- Good Medicine Specialist \$43,147.00, Daniella Rhinehart- Good Medicine Specialist \$39,552.00, Ashton Smith- Good Medicine Specialist \$36,470.00, Jennifer Ehlers- Good Medicine Specialist \$38,524.00. Second by Mr. Evans. No public participation. *Board discussion:* Ms. Bremner asked the board members not to discuss these individuals publicly and stated that she will move to executive session at the end of the meeting if they want to have discussion. Mr. Gallup stated that the board is allowed to name the individual being recommended, and did not agree that any discussion should be held in executive session unless the person being discussed requested it. Ms. Bremner also stated that she is asking to approve only the hiring then she will ask for approval of the salary increases separate. Motion carried for all with one (1) dissenting vote for Wayne Hall by Ms. Bullshoe; one (1) dissenting vote for Everett Holm by Mr. Running Fisher; two (2) dissenting votes for Jason Andreas by Mr. Calica and Ms. Bremner; two (2) dissenting votes for Lynne Keenan by Ms. Bremner and Mr. Evans and one (1) dissenting vote for Tony Wagner by Ms. Bremner.

Motion by Ms. Croff to approve hiring Marvin Mad Plume, Flex Custodian and Election Judges 2016-2017 (\$800.00). Second by Mr. Gallup. No public participation. No board discussion. All in favor/Motion carried.

Contract Service Agreements: Motion by Ms. Croff to approve a contract service agreement for SpectrUM Discovery Area, Hands-On Science-Middle School (\$2,000.00). Second by Mr. Evans. No public participation. *Board discussion:* Ms. Hayes explained that the group comes in from Missoula to work hands on science stations with students and parents. No further discussion. All in favor/motion carried.

Out of State Travel: None.

In State Travel: Motion by Mr. Evans to approve the following travel for Julie Hayes, GEAR UP Spring Planning meeting in Helena, MT (Approximately \$27.00); John Salois, GEAR UP Spring Planning meeting in Helena, MT (Approximately \$27.00) and Matthew Johnson, Check and Connect Training in Helena, Montana (\$381.46). Second by Ms. Croff. No public participation. No board discussion. All in favor/Motion carried.

Approvals: Motion by Ms. Croff to approve Extended Contract- Melissa Henderson, 2017 Summer School (\$2,278.00); Extended Contract-Calvin Lang, 2017 Summer School (\$2,187.00); Extended Contract-Elisha Davis, 2017 Summer School (\$3,492.00) and Extended Contract-Samantha Grant, 2017 Summer School (\$3,604.00). Second by Mr. Calica. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve items a-h: Substitute Eligibility Roster 2016-2017; Create Two Flex Custodian Positions (\$47,652 each-Includes Fringe-Insurance); Create Two Maintenance Positions (\$47,652 each-Includes Fringe-Insurance); Denning, Downey & Associates, Audit Contract FY2017 (\$22,960), 2018 (\$23,880), 2019 (\$24,835); Purchases Over \$5,000.00; District Claims; Student Activity Claims and Additional Pays-Payroll. Second by Ms. Croff. No public participation. *Board discussion:* Mr. Gallup expressed concern that there are four more new positions on the agenda and cautioned the district on finances and expenditures. Mr. Gallup stated that he is receiving information from DC makes this a most critical time in finances in over 20 years. The board and

administration should not think that impact aide is going to save us because it is under attack and the military is not going to be our defense. There is an additional half a million dollars added to the budget in salaries and the state plans to cut education by \$7-\$8 million. It could be up to 6 months before we know what the actual cuts will be from the government. Mr. Rouse stated that the board could approve these positions and give direction not fill items b and c until the budget is set. If there is no money, they won't be filled. Mr. Gallup stated that the board needs to look at costs again, as we create new positions, we could be laying people off. Ms. Bremner stated that the board did ask to bring these positions forward but we should not create the positions before doing the budget planning. Mr. Gallup stated that the district is setting a budget based on a budget we do not know if we have. Ms. Bremner asked if the district has put the audit firm contract out for bid. Mr. Rouse stated that it is not required and it is easier to work with the same firm. Mr. Gallup stated that the past practice is 3 years but if the clerk is okay with this firm we can renew the contract. Ms. Bremner stated that she is asking because there are other firms interested and felt that the audit should be bid out because people in the community can do auditing. Board members agreed to change the motion. Ms. Croff withdrew her second and Mr. Evans withdrew his motion and made a new motion to approve items a-h: 2016-2017 Substitute Eligibility List, create the Two Flex Custodian Positions (\$47,652 each-Includes Fringe-Insurance) and create Two Maintenance Positions (\$47,652 each-Includes Fringe-Insurance) with the understanding that the approved positions will not be filled until the budget is approved; Audit Contract with Denning, Downey & Associates FY2017 (\$22,960), 2018 (\$23,880), 2019 (\$24,835); Purchases Over \$5,000.00; District Claims #414655 - #414769 (\$272,700.66); Student Activity Claims Check #702695 - #702790 (\$17670.67) and Additional Pays-Payroll. Second by Ms. Croff. Motion carried for all with Mr. Running Fisher, Ms. Bremner and Mr. Evans opposed to approving the Audit Contract with Denning, Downey & Associates FY2017.

Motion by Mr. Evans to approve wage/salary increase for Certified Administrators-Principals 2017-2018. Second by Mr. Gallup. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve wage/salary increases for Administration/Technical-Professional/Directors and Confidential Staff 2017-2018. Second by Mr. Gallup. Discussion: Mr. Running Fisher asked what the percentage was for the classified staff. Mr. Rouse stated that this year was 1% plus \$1.00 which is equal to 2.75%. Josephine Wagner stated that the classified staff have to pay a portion of their health insurance which takes away from the raise. Ms. Bremner stated that the cost of living allowance increase is consistent with this. Mr. Rouse stated that the raise for classified staff for next year is 8.4%. Ms. Bremner stated that there is a misconception that this is a huge increase to administrators, when the classified negotiated an 8% increase and the administrators get a 2.7% increase. Corrina Hall asked if the 2.73% increase is across the board for all administrators. Mr. Rouse stated, no, some have a higher increase. Jason Andreas stated that some have after school activities and theirs is higher. Mr. Andreas explained the tided cba which is tied to the certified bargain agreement that feeds into the formula and is based on the longevity factor with the afterschool factor included. Ms. Bremner stated that there are inaccuracies in the chart that need to be recalculated, i.e. Matthew Johnson's pay decreased instead of increasing. Mr. Andreas stated that professional/technical is based on salary range, experience and education. Mr. Rouse stated that a 5% increase was added to those where the position was valued too low. No further discussion. All in favor/Motion carried.

Motion by Ms. Croff to adjourn at 7:30 p.m. Second by Mr. Evans. Motion carried.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Wendy Bremner, Board Chairperson

_____ Stacy Edwards, District Clerk