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**SCHOOL DISTRICT 87 J & L BOARD OF TRUSTEES**  
**REGULAR BOARD MEETING**  
**January 15, 2019, 4:30 p.m.**

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**Present: Ted Russette III, Josh Seaton, Russell Gopher, Billie Jo Coffee, Voyd St. Pierre, Robert Parker, Clintanna Colliflower, Carter Coffee, Reese Gray Melissa Han, Amanda Lamas, Jan Mitchell, Colony Representative, David Russette**

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**A. CALL TO ORDER**

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1. Roll Call: Ted Russette, Josh Seaton, Wilma Tyner, Rusty Gopher, Billie Jo Coffee

Present: Ted Russette, Josh Seaton, Rusty Gopher, Billie Jo Coffee

Absent: Wilma Tyner

Meeting called to order @ 4:48 p.m.

2. Establish Agenda

Superintendent indicated a change to the agenda under section E. Old Business, instead of December Assessment Data to substitute it with RBCEA district negotiation master contract approval. Mr. Seaton had one addition on travel for Indigenous International Education Conference in Edmonton Alberta, Canada.

Josh Seaton motioned to approve the agenda. Billie Jo Coffee seconded the motion. Vote 4-0-0. Motion carried.

3. Welcome to Visitors

Mr. St. Pierre stated visitors include supervisors, staff, colony representatives, applicants, and individuals listed on the agenda.

4. Student Parent Recognition

April Windy Boy is student of the month for December.

Watson Whitford is student of the month for December.

5. Staff Recognition

Monthly staff recognition, which includes K-12 staff. The districts classified employee of the month is awarded to Robert Fox Jr. The districts supervisor of the month is Amanda Lamas and K-12 Certified employee of the month is Lorna Boter.

**B. EXECUTIVE SESSION**

None.

**C. PERSONNEL**

1. Ratify Letters of Resignation [3]

K-12 Accounts Receivables/SAA/Inventory Clerk- Lizabeth Morsette

Assistant Activities Director – Carrie Gopher

EHS Educator- Janet Chase

Josh Seaton motioned to approve ratify letter of resignations for Carrie Gopher, Lizabeth Morsette and Janet Chase..Billie Jo Coffee seconded the motion. Vote 4-0-0. Motion unanimously carried.

52 2. Terminations [1]  
53 EHS Educator- Donita Demontiney for violation of Head Start policy 5327 & 5221. Ms. Demontiney spoke  
54 on her behalf and recommendation is to follow policy.  
55  
56 Russell Gopher motioned to approve the termination for Donita Demontiney. Billie Jo Coffee seconded the  
57 motion. Josh Seaton opposed the termination. Vote 3-1-0. Motion carried.  
58  
59 3. To Hire:  
60 a. 90- day Probationary Employees  
61 EHS Educator- Delia Morsette is being recommended for regular status.  
62  
63 Billie Jo Coffee motioned to approve regular status for 90-day probationary employee Delia Morsette. Josh  
64 Seaton seconded the motion. Vote 4-0-0. Motion unanimously carried.  
65  
66 b. Head Start EHS Positions  
67 Applicant Leanne Wright Gopher applied for EHS Educator and she spoke on her behalf.  
68  
69 Josh Seaton motioned to approve Leanna Wright Gopher for EHS Educator. Billie Jo Coffee seconded the  
70 motion. Vote 4-0-0. Motion unanimously carried.  
71  
72 Head Start Teacher Assistant  
73 Elaine Morsette is being recommended for Head Start teacher assistant.  
74  
75 Billie Jo Coffee motioned to approve Elaine Morsette for Head Start Teacher Assistant. Russell Gopher  
76 seconded the motion. Vote 4-0-0. Motion unanimously carried.  
77  
78 c. K-12 District Positions  
79 NACSP preschool teacher, no applicants.  
80 Parent Liaison Hone School Coordinator, two applicants but no recommendations.  
81 K-6 Paraprofessional had an applicant and recommendation to hire Roxanne Denny for this position.  
82  
83 Russell Gopher motioned to approve Roxanne Denny for K-6 Paraprofessional. Billie Jo Coffee seconded  
84 the motion. Vote 4-0-0. Motion unanimously carried.  
85  
86 4. Head Start Director Contract Language Terminology  
87 Contract was reviewed and drafted some changes include annual contract amount of \$57,533 this is an  
88 increase of 2.6%, in additional if the office ever approves a cost of living adjustment during a fiscal year the  
89 director will be included. Personal leave was granted one additional day. Flex benefit was offered in the  
90 past and has not been utilized for its intentions, so the new flex benefit is \$5000 to be offered as a fringe  
91 benefit. This is to be used for an IRA, 403b, HSA, Health, Vision or Dental Insurance. Director has until  
92 March 1<sup>st</sup> to notify district of what benefit she would like these funds used for. If any additional funds  
93 remain from the flex, this would be issued as taxable income.  
94  
95 Josh Seaton motioned to approve Contract Language Terminology. Billie Jo Coffee seconded the motion.  
96 Vote 4-0-0. Motion unanimously carried  
97  
98  
99 5. Superintendent's Contract

100  
101 Superintendent indicated he included in the board packet state statue 24-2401, sub section 104, which  
102 outlines the timeline of when the boards needs to consider an offer of superintendent’s contract. Mr. St.  
103 Pierre understands the work ahead of him and would like the board to approve a 3-year contract, so that he  
104 can continue to improve the districts needs.  
105

106 Billie Jo Coffee motioned to approve a three-year superintendent contract for Voyd St. Pierre. Josh Seaton  
107 seconded the motion. Vote 4-0-0. Motion unanimously carried  
108

109 **D. CONSENT AGENDA**

- 110 1. Board Meeting Minutes – December 18, 2018
- 111 2. Parent Policy Council (PC) Minutes – DID NOT MEET IN DECEMBER
- 112 3. December 2018 Financial Report
- 113 4. Elementary/High School PO’s 41694-41740
- 114 5. Current Warrant List 76332-76458
- 115 6. December 2018 Student Activity Report
- 116 7. Probationary Employees – (2) 60-day probationary employees include Colin Daychild PT Bus Driver  
117 and Anthony Roasting Stick K-12 custodian.
- 118 8. Positions to Advertise- district policy 5213indicates a vacancy need not be advertised as determined by  
119 Superintendent. With the recent resignation of K-12 Accounts Receivables/SAA/Inventory Clerk, the  
120 supervisor has determined these duties can be divided within the clerks. Supervisor indicated this would  
121 save money on a district level. Also, these duties are busy sporadically, the clerk who left this position had  
122 to find things to keep her busy during the school year and summer time. The IT Assistant position has been  
123 determined by the Director that this position is best if it is contracted out. He has indicated that the current  
124 position is a hard position to keep filled. The current person holding this position is fine with a contract as  
125 he has many resources to help the district. Currently he is a part-time employee and is paid hourly. He owns  
126 his own business and it would be best if he is paid as a contractor.  
127

128 Russell Gopher motioned to approve the elimination of K-12 Accounts Receivables/SAA/Inventory Clerk-  
129 and move IT Assistant to a contract position. Billie Jo Coffee seconded the motion. Vote 4-0-0. Motion  
130 unanimously carried.  
131

132 Josh Seaton motioned to approve consent agenda. Billie Jo Coffee seconded the motion. Vote 4-0-0. Motion  
133 unanimously carried  
134

135 **E. OLD BUSINESS**

- 136 1. RBCEA District Negotiation Master Contract  
137

138 RBCEA Master contract identified three major hurdles. Regarding the three items, one was the condition of  
139 the 3.5 attainment language, dispute over the superintendent signing the agreement in the absence of the  
140 district clerk and salary scales. A discussion with RBCEA and Superintendent took place and based on  
141 memorandum, the second part in the proposal it was agreed to remove the attainment percentage. Personnel  
142 and superintendent reviewed salary scale proposed by RBCEA and it was agreed this was acceptable for 18-  
143 19, 19-20. Superintendents concern over retroactive pay back to July 1<sup>st</sup>, their proposal was for 12-month  
144 employees to receive retro from July 2<sup>nd</sup> and 9-month employees to receive retro from Sept. 7<sup>th</sup>. Union  
145 president spoke and would like board members to be present in future negotiations.  
146

147 Josh Seaton motioned to ratify 2018-2020 RBCEA Master Agreement. Billie Jo Coffee seconded the  
148 motion. Vote 4-0-0. Motion unanimously carried

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151 F. NEW BUSINESS  
152 1. MHSA Proposal Discussion and Approval  
153  
154 Eight proposals will be addressed at annual MHSA meeting and Ty Watson will be representing the district.  
155 Six out of the eight proposals are from Conrad High School. Proposal one is to amend executive board by  
156 law. Proposal two is to amend eligibility by law. Proposal three is to amend eligibility by law  
157 interpretations. Proposal four to amend 8<sup>th</sup> grade participation /transfer by laws. Proposal five is to amend  
158 penalties by law. Proposal six to amend contests prohibited rule. Proposal seven to appoint a commit to add  
159 girls wrestling as a MHSA sanctioned sport. Proposal eight to increase number of allowable basketball  
160 games to 20 for all classes. The district would vote yes on three proposals and no on the other five.  
161  
162 Josh Seaton made motion to approve MHSA proposal discussion. Billie Jo Coffee seconded the motion.  
163 Vote 4-0-0. Motion unanimously carried  
164  
165 2. 7-12 Handbook and Eligibility Discussion  
166  
167 Concerns regarding grading and eligibility for extracurricular activities. Based on the grading scale some  
168 students are at a disadvantage in some sports. Per request principal Han did some research on local area  
169 districts. Mrs. Han stated that fall sports eligibility is based on 1<sup>st</sup> quarter grading. Winter sports eligibility is  
170 based on 2<sup>nd</sup> and 3<sup>rd</sup> quarter grading. Per MHSA rules students must pass four classes to be eligible. To be  
171 eligible for fall sports students must pass four classes in the Spring. During her research most schools go by  
172 passing in order to be eligible for sports. Each school's version of passing is based on their grade scale.  
173 During her research nine school's definition of passing is 60% or higher in a class. One district uses 65% or  
174 higher and another uses 70% or higher is passing. Two districts use the college equivalent 4-point scale  
175 which is the same as the 10-point scale. For eligibility purposes five out of all schools require you to pass  
176 all classes. Superintendent stated that at this point moving to a 10-point grading scale would affect this FY  
177 since we are close to the end. For the fall of fiscal year 19 he wouldn't mind moving to a 10-point grading  
178 scale  
179  
180 Josh Seaton made motion to make changes to grading scale for FY 2019. Russell Gopher second motion.  
181 Vote 4-0-0. Motion unanimously carried  
182  
183 3. 2019 IRS Mileage Rate  
184 The IRS mileage rate has changed for 2019, up by 3.5 cents from the rate in 2018.  
185  
186 Russell Gopher motioned to approve 2019 IRS Mileage Rate. Josh Seaton seconded the motion. Vote 4-0-0.  
187 Motion unanimously carried  
188  
189 4. School Nutrition Update- Gov't Shutdown- FYI  
190 The school nutrition program has funding through March due to the shutdown. Superintendent indicated the  
191 district is doing fine and will not be affected by the government shutdown.  
192  
193 5. 2019 Head Start GAN- FYI  
194 Grant approved for \$1,981,064.00.  
195 We received out grant award notice approval for FY 2019 and it was increased by \$29,000-\$34,000, this  
196 was due to the COLA increase last year.  
197  
198

199 6. 2019 Head Start/EHS COLA- FYI  
200 A letter was received from the office of Head Start and it indicates an approval for COLA for FY 2019 at  
201 1.77%. This will increase staff salary, fringe benefits and offset higher operation cost.  
202

203 7. Reports

204 a. Supervisors

205 b. Deans, State & Federal Programs

206 8. Travel Approval

207 Regular: Head Start Fiscal Training in-Traverse City, MI on January 30-31, 2019- Amanda Lamas

208 META Conference- Helena, MT on March 18, 2019- Robert Parker

209 NABE Conference- Lake Buena Vista, FL on March 6-9, 2019- NACSP Grant

210 NAFIS Spring Conference- Washington, DC on March 17-19, 2019- Board members

211 Indigenous International Conference March 20-22 in Alberta CN- board members  
212

213 6. Interim Travel Approval

214 Assessment Conference- Bozeman, MT on January 14-15, 2019  
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216 Josh Seaton motioned to approve all travel. Billie Jo Coffee seconded the motion. Vote 4-0-0. Motion  
217 unanimously carried.  
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221 **OPEN AGENDA**

222 This is an opportunity for any member of the audience to bring to the attention of the board questions or  
223 relevant comments concerning school district matters not on the agenda. Please note that the board is  
224 bound by ethical practice, district policy, negotiated agreements and Montana statute to protect the rights of  
225 its employees. The Board may not take any action on matters brought to the attention of the Board unless  
226 specific notice of that matter is included in a properly noticed agenda. Therefore, in the Open Agenda  
227 portion of the meeting, the Board will not discuss or take any action, but may refer a matter presented to a  
228 future agenda.

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231 **G. OPEN AGENDA**

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233 Police department will be coming by to visit students as a meet and greet, for SRO for school. Mediation  
234 update, regarding a second-grade student injured and there have been some changes, it's in litigation that is  
235 ongoing.  
236

237 **H. ANNOUNCEMENTS ABD**

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240 **I. ADJOURNMENT**

241

242 Billie Jo Coffee motioned to adjourn the Regular Board Meeting for February 19, 2019 @ 4:30. Seconded  
243 by Josh Seaton. Vote 4-0-0. Motion unanimously carried.