

Special Board Minutes (Draft)
Monday, April 3, 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.

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

Public Comment: None.

ITEMS OF DISCUSSION

Mr. Rouse explained that the purpose of having this meeting is to give the board a chance to have dialogue on agenda items. He has met with administrators and discussed the new positions, the cost of positions and the job descriptions. Each position listed has the cost of 18% fringe plus \$11,400.00 for insurance already included in the cost of the position. Mr. Rouse stated that when adding costs to the budget it is the superintendent's responsibility to make the board aware that there is a possibility to save expenses which are called efficiencies. These new positions come with a cost of reducing days for some staff. Mr. Rouse asked that the conversation be kept around the positions and not the people.

Preliminary Projected Expenditures 2017-2018: Stacy Edwards handed out expenditures and revenues for the 2016-2017 FY and explained the object for each category. Examples: 2015-2016 \$32,078,055.64 and 2016-2017 which includes projected expenditures for April, May and June is \$35,134,251.00. Ms. Edwards anticipates \$35.1 million in revenues this year. Mr. Rouse noted that there is discussion at the state level on cutting funding but they are still in session. Mr. Rouse felt that there probably will not be a cut in IEFA. Mr. Rouse stated that special education is being cut but the money was never there. The money was excluded from SpEd and was never in the budget. The federal level is still uncertain, but we do know Title I School Improvement grants (\$300,000.00) and MSRP are cut. The districts side of impact aid is tied to the military side and Mr. Rouse stated that he does not see that it will change, short term. Mr. Conway stated that in 2018 the increase for military will be 54 billion and they will take a 10-16% cut and if only paying out at 60% BPS will be cut. Ms. Bremner stated that the future is uncertain but the boards have prepared this BPS for this time, so be prepared, be cautious, but Ms. Bremner felt that they should not make staff worry about cuts. Ms. Bremner stated that with the congress, who makes the budget, and the house appropriations, house and senate who pass it being so well educated on IA she does not feel the district is that vulnerable. If sequestration hits again BPS should start worrying. Both agreed and felt that if the district is cautious, but stay across the board for all; don't do one thing for some and turn around and do something different for others.

Proposed "New" Positions for 2017-2018

Director of Maintenance, Custodial, and Facilities Services (\$88,100.00): Mr. Rouse stated that the previous Director of Maintenance left the year he came in. Mr. Rouse felt that the message he got was to reconsider this position and he is wrapping several things into one. Ms. Bremner stated that there were two (2) administrative positions; Munro and Hannon left and the job description was combined. Mr. Conway asked if there is already a director of Maintenance and Custodial. Mr. Rouse stated there is a Maintenance Supervisor and a Custodial Supervisor and he recommends to cut the maintenance supervisor position and keep the custodial supervisor position because of the large number of custodians. Richard Sanchez stated that he was told he will be going back into the maintenance department as the foreman. Mr. Rouse stated that we are talking about the position and not about Mr. Sanchez. Mr. Conway stated that the board has told Mr. Rouse that the district needs that director position. Ms. Bremner stated that a lot of people weren't here when this position was eliminated and Mr. Rouse felt that he could perform the duties for both positions and the board agreed. The board has reconsidered this decision and has brought this up over and over that facilities have been neglected.

Skill Maintenance Worker (\$52,634.00): Dave Knopfle stated that there are a lot of problems with people calling and taking the maintenance guys from their jobs to haul furniture to other buildings, funerals, plow snow, etc. If people don't know what maintenance is about, it will never improve. Mr. Knopfle stated that everyone in maintenance is skilled; he has 57 years in maintenance and the electrician has 40 years with a state license and they only get paid \$52,000.00 per year. Mr. Rouse explained that the union agreement sets the wage and a skilled maintenance person is paid in lane 4. This wage includes fringe and insurance. Donna Yellow Owl asked the board to reconsider approving because the men working for the district now are nowhere near earning that amount. Rae TWM stated that lane 4 is at \$17.31 per hour which comes to 36,000 + 18% fringe + 11,400.00.

Ms. TallWhiteMan stated that she is here because they are being told the district is out of money and they have to cut. The classified union settled for the best possible agreement and it came at a high cost to classified. All they got was \$129,000 for 150 staff, \$431 dollars for 2 years. Classified staff are asking why is the board making these new positions and where is the money coming from. Classified staff is only worth .28 cents and they are paying \$120.00 for insurance; where are the cuts coming from, are classified jobs getting cut?

Mr. Rouse stated that he does not know who said positions are being cut, but that is not true. The classified staff got an increase of \$1.05 per hour but they are paying for their health insurance. The money for these positions comes from how much the district is able to generate from IA and state. The money for these positions is the cushion for other expenses and it will be spent down to the wire, and the cushion won't be there.

Glenn Hall, Custodial Supervisor, stated that having 19 custodians and 2 security would be a lot for a director to handle alone and recommended keeping the custodial supervisor. Mr. Hall stated that he would like to see additional custodial positions added because custodians take care of the outside of buildings, extracurricular events and many other things and there is a lack of detail in cleaning classrooms and buildings.

Rae TWM stated that the union meets each month and these positions have never been proposed to them and felt that because these are classified positions, the union should be notified. Mr. Rouse stated that nothing says that the union has to be notified when adding new positions. Ms. TWM stated that it would be the same as floating people into positions, which is not past practice, and also stated that Mr. Rouse needs to follow policy and procedure. Ms. TWM felt that it would be a courtesy to say to the union president that this is what's happening.

Kyle Coursey stated that he started at the bottom in the district and in that time the school has added more buildings, the Academy, the new high school, and maintenance continues to lose men and they're never added back. There is one plumber, one electrician, one heat guy, one carpenter.

Josephine Wagner stated that she agrees the district needs more custodians and maintenance but the high school needs more security. Mr. Rouse stated that they did discuss adding additional security but they chose to add a dean of students, so that person will be in the halls too.

Rudy Rivas asked if the Maintenance Director will be an in house or an open application. Mr. Rouse stated that if board approved, he has the authority to transfer if he chooses. Ms. Bremner stated that the board has discussed transfers in the past and the position is to be posted for current staff to have a chance at any new positions first then go to the public. Mr. Rouse does have the authority to do transfers without board approval. Mr. Rouse stated that whenever a new position is added he can transfer but if no transfer then the agreement with the union is that the position has to be posted in house first. If the position is not filled by reassignment it becomes a vacancy then goes through the hiring process. If the position is filled by a transfer, the vacant position becomes available. Mr. Rouse stated that the position must be advertised for 7 days in the district.

Rose Racine asked if the insurance position was posted for 7 days. Jason Andreas stated it was posted 7 days in house. Mr. Rouse stated that the position was posted simultaneously.

Dean of students: Mr. Rouse stated that he is asking for a middle school and a high school position. The request is from the principals because they felt they needed help with student discipline. Mr. Rouse stated that guidance and instruction with students gets pushed aside when principals have to deal with discipline.

Jerci Matt stated that the Dean of Student positions start at \$66,000.00 but will it be adjusted depending on the teacher qualifications. The amount listed is an estimate for 187 days, and they are not required to have an

endorsement. If the person has more certified qualifications the high end is \$100,000. Ms. Hayes stated that the middle school has added more kids, more staff, and there are more grant programs and this position is needed. The middle school assistant principal is doing almost all discipline and needs to be doing other things. Ms. Bremner stated that if the board is going to measure importance in these positions the high school has 200 more students than middle school and they have lot of disciplinary issues there. Rudy Rivas stated that he has been at BMS for 13½ years and these kids feed into the high school. If corrections can be made at middle school it will make a difference at the high school if the position is going to be a true dean of students. Mr. Rivas stated that middle school is a challenging age for the kids regardless of how many.

Assistant Principal for BES (\$90,000.00): Mr. Rouse stated that the KW-Vina and BES share an assistant principal and they need more support. The job description includes KW-Vina or BES assistant go to Babb or to the Colonies. Tonia Tatsey stated that KW-Vina needs their own assistant because of the discipline issues. KW-Vina shares an assistant principal with BES that does evaluations too which are very timely. Kids are the priority. Mr. Rouse asked how many staff are evaluated at each campus. Ms. Tatsey 68, Ms. Wagner 44, Ms. Hall 32 non tenured plus 13 tenured. Billie Jo Juneau stated that it will be a disservice to Babb and Colonies if the assistant is only going to those campuses once or twice a month. Mr. Rouse stated that the required fte is based on the number of students which is .35.

IEFA/NAS/Immersion Program Coordinator (\$78,400.00): Mr. Rouse stated that this position will have IEFA/NAS/Immersion Program and they will be the liaison to the tribal council. The amount listed of \$78,400.00 includes fringe/insurance and is a coordinator position. Ms. Croff stated that culture is a position that needs to be focused on fulltime. This position will be 215 days which is the same as a principal.

Security Worker (\$42,647.00): Glenn Hall stated that it will be good to have someone with a security coat on for better coverage. This will be a daytime position that will be moved around when needed.

Mr. Conway asked where the money will come from for the 7 positions without HR and including custodial and maintenance plus the additions from the facility meeting listed on the spreadsheet which totals \$800,000.00.

Proposed Reduced Days per 260 day Contract

Mr. Rouse stated that the individuals listed have been asked to reduce their work days to 240 days, this includes not working holidays. Mr. Rouse stated that he asked these people for examples of why they felt they could not change their work days and some gave good examples. Ms. Croff asked if the revised contracts will affect their insurance. Jason Andreas stated that insurance would be at \$8,000 per year and savings on fringe is \$10,000.00. Josephine Wagner asked if Mr. Rouse spoke to everyone and if they agreed to this cutback. Mr. Rouse stated, no, and he did not talk to William Kennedy, only to the director.

Rudy Rivas stated that each position will be a reduction in salary with the same work load and less time to do it in. Mr. Rouse stated, yes. Jason Andreas stated that the HR secretary is listed as 250 but is 240 on the agenda and also stated that he prefers that Ms. Blue remain at 260 days but 250 days is okay too. Rae TallWhiteMan asked if it would be more feasible to take a 3% cut from the top and work down. Mr. Running Fisher asked if taking time off is going to be more work for those people. Mr. Rouse stated that he is not saying the work load will be less. If we have to reduce wages to fund the positions that the board asked for, Mr. Rouse stated he felt obligated to find the money as part of his fiscal responsibility.

Ms. Bremner stated that the district has long time staff retiring and new staff who are at the base rate, we have a one half million decrease in salaries which could be looked at, contracts where people would not have to be hired and travel that needs to be looked at. Ms. Bremner requested a full report on where each is paid from and whether it is a grant or other, and if it is necessary to spend 1.5 million in travel when these positions are needed.

Ms. Croff does not agree with cutting any salary for these positions and stated that when the board talked about this there were only 3-6 new positions. Ms. Croff asked when the other positions were decided on. Ms. Bremner stated that the maintenance, security and custodial staffing were discussed at the facilities meeting. All board members agreed that their goal was not to cut staff positions. Mr. Calica asked how these people were selected. Mr. Rouse stated that they are all 260 day staff.

Ms. Croff asked where the cost will come from for new positions. Mr. Rouse stated that the positions can be planned in the 2017-2018 budget and asked the board for guidance in order to bring a budget forward. Ms. Croff asked to see a budget that shows where the new positions will be paid from. Mr. Rouse stated that every one of these positions will come out of impact aid. Mr. Conway stated that the policy will have to be changed.

Mr. Running Fisher asked if there is an end to the travel that can justify some of the new positions. Mr. Rouse stated that the bulk of travel is paid out of grants and the cuts won't be a big amount. Jeri Matt stated that some grants requirements have professional development written into the budget.

Mr. Conway asked if the 2017-2018 budget includes wage increases and if there is any inflation in the budget. Ms. Edwards stated that there are no wage increases because negotiations are done. Student activities cost for hotels will increase but Tony Wagner stated that there will be savings in travel.

Josephine Wagner suggested going down to 1%-2% pay increase for supervisors. Mr. Rouse stated that the board has the options in front of them they can vote down or approve. Some of these positions will come out of Impact Aid, and they will be a continuing cost if approved. The district is going to have to be less generous in certain areas.

Mr. Rouse stated that the district can get zero interest on bond money with 10% interest to match which is a possibility (QZAB).

ITEMS OF ACTION

Approvals: Motion by Mr. Evans to approve to Create Assistant Principal Position for BES (\$90,900.00). Second by Ms. Bullshoe. No public participation. No board discussion. All in Favor/Motion carried.

Motion by Ms. Croff to approve to Create Dean of Students Position for BMS. Second by Mr. Evans. No public participation. No board discussion. Motion passed 4-3 with Ms. Bremner, Ms. Bullshoe, Ms. Croff opposed.

Motion by Mr. Evans to approve to Create Dean of Students Position for BHS. Second by Ms. Croff. No public participation. No board discussion. Motion passed 5-2 with Mr. Evans and Ms. Croff opposed.

Motion by Ms. Croff to approve to Create IEFA/NAS/Immersion Program Coordinator Position (\$70,850.00). Second by Mr. Conway. No public participation. No board discussion. All in favor/Motion passed.

Motion by Mr. Conway to approve to Create Director of Maintenance, Custodial and Facilities Position (\$88,100.00). Second by Ms. Croff. No public participation. No board discussion. Motion failed 4-4 with Mr. Evans, Mr. Calica, Ms. Bullshoe and Mr. Running Fisher opposed.

Motion by Mr. Conway to approve to Create Skilled Maintenance Worker Position (\$52,634.00). Second by Ms. Croff. No public participation. No board discussion. Motion passed 5-2 with Mr. Evans and Ms. Bullshoe opposed.

Motion by Mr. Conway to approve to Create Security Worker Position (\$42,674.00). Second by Ms. Bullshoe. No public participation. No board discussion. Motion passed 5-2 with Ms. Croff and Mr. Calica opposed.

Motion by Mr. Evans to approve to Accept Bid from Billman's, Inc. for Napi School Floor Replacement (\$81,520.00). Second by Mr. Conway. All in favor/Motion passed.

Motion by Mr. Conway to adjourn at 7:15 p.m. Second by Mr. Running Fisher. Motion carried.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Wendy Bremner, Board Chairperson

_____ Stacy Edwards, District Clerk