

**Regular Board Minutes 11/12/19 (Draft)**  
Tuesday, November 12, 2019 @ 5:00 p.m.  
Administration Conference Room

**Present:** Donna Yellow Owl-Chair, Wendy Bremner, Brian Gallup, 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 Minutes:** Motion by Mr. Evans to approve the Regular Board Minutes of 10/29/19 with no changes. Second by Ms. Bremner. All in favor/Motion passed.

**Approval of Agenda:** Motion by Ms. Bremner to approve the agenda with no changes. Second by Ms. Croff. All in favor/Motion passed.

**Student Recognition:** Sicily Bird and Masala Hoyt recognized Faylee Rutherford for being very kind and thoughtful and helping with other students. Ms. Hoyt rides the special education bus and stated that Faylee helps with a student in a wheel chair every day.

**Writing Assessment recognitions:** Superintendent Hall recognized students who scored the highest in their grade level on the writing assessments: Alisha Williams, Lillie Juneau, Tim Wipf, Jolene Wipf, Montana Gray, Ariel McFadyean, Jack Billedeaux, John Hofer, Julia Wipf, Emaeyah Bird, Makayla Rider, Tristen Hannon, Adam Hofer, Jennifer Wipf, Lana Waldner, Amanda Wipf, Victoria Guardipee, Joannah Calfrobe, Jeffrey DeRoche, Abbigail Hite, Kellen Hoyt, Susan Connelly, Maya Sun Rhodes, Emily Parsons.

**Staff Recognition:** Sicily Bird recognized Raymond Day Rider for helping staff. Mr. Day Rider came in early every day to help staff get into the schools during the bad weather and is very appreciated.

**Community Recognition:** Sicily Bird recognized Alicia and Trayce Yellow Owl and Michael FastBuffaloHorse for presenting the Star Lab to Napi students on a non-work day. Each were commended for all they do for the staff and students. They are very appreciated.

**Staff Recognition:** Superintendent Hall recognized Everett Holm and William Kennedy for all that they do in Technology for the district. Browning Schools could not function without them; both are amazing in their department.

**Public Comment:** Ms. Yellow Owl read provisions of Montana open meeting law 2-20-103. Everett Armstrong invited the school board, principals and staff to celebrate Native American Heritage tomorrow at the high school following extended day meetings/training and also discussed the problems that exist finding people to work the games and security.

**ITEMS OF INFORMATION**

**Building Reports:** Ms. Yellow Owl acknowledged the following building reports: KW Vina Building - Tonia Tatsey, Browning Elementary - Sheila Hall, Napi Elementary - Sicily Bird, Browning Middle School - Angela Heavy Runner, Browning High School - Jennifer LaFromboise-Wagner, Babb Elementary Board - Billie Jo Juneau, Big Sky & Glendale Colonies - Natasha Siliezar, Alternative School - Matthew Johnson and Special Education - Maureen Stott. *Discussion:* Ms. Croff thanked the elementary schools for using stats that she could understand and asked what is happening with kindergarten attendance. Tonia Tatsey stated that she has met with Judge Juneau and Judge Pepion and the courts are focusing on BMS, BHS students. The family court is in transition and is not been working on attendance; it is not a priority right now. Mr. Gallup stated there is not a kindergartener in the community that does not want to be in school every day, this is a learned behavior. Ms. Croff asked for a presentation on the stats for middle school students. Maureen Stott stated that there are 263

Special Education students including Babb and noted that a 504 student is not a special education student (13.2 % of total student population). Ms. Stott noted that the state recommends to stay at 13%.

### **Superintendent's Report**

**MTSS Site Visit:** Billie Jo Juneau stated that the concept of MTSS is bringing together academics and behavior. Several of Browning School's administrators have visited the following schools that have already integrated those processes: Anaconda, Boulder, Great Falls High and East Middle School. They have utilized the school within a school and do not do a lot of OSS and have seen improvement. The KW team will present on this at the next board meeting.

**Second Reading-New Board Policy #2150 Suicide Awareness and Prevention:** No discussion.

**Second Reading-New Board Policy #7520 Independent Investment Accounts:** No discussion.

**Review Policies #5122 & #5122F Fingerprints, Criminal Backgrounds:** Ms. Bremner stated that she would like to add to the authorization form: "have you been or not been charged" because the policy #5122 states on line 25-27 "Arrests resolved without conviction shall not be considered in the hiring process unless the charges are pending." Ms. Bremner asked if there is a way to get the federal background checks returned any faster. Mr. Salois stated that he has looked into having the fingerprints done electronically, however there were some issues with this in the past and he does not know if it will make the process any faster; technology is better and the expense is higher. Mr. Salois will review the quote for this process with the superintendent and Stacy Edwards. Ms. Bremner stated that she will support hiring prior to receiving the background check only if there is no access to kids. Superintendent Hall stated that the person hired would not start until their background check was cleared. Mr. Salois stated that it will save time when hiring for a position, ex. If a background check came in the day after a board meeting, we would have to wait until the next board meeting to hire that person, or have a special meeting, but if the background check is okay and they have already been hired, they can immediately go to work without waiting for the next board meeting. Board agreed to discuss this issue further.

**Review 4000 Series Policy: 4210, 4220, 4240, 4300, 4300R, 4310:** Board members agreed to add stronger language for community clubs, i.e. by-laws, require approval of principal, superintendent, etc. If the by-laws are not followed, then remove the club. Ms. Bremner stated that the principal must be consulted prior to expenditure of funds and the district must keep track of equipment use and whether it has been brought back to the school. Ms. Bremner suggested to remove lines 13 – 22 in policy #4220 Student Religion at School that references Blackfeet culture as this policy is referring to religion and culture is already cited in a board policy. Also, Ms. Bremner suggested that the IRB be added to policy #4240. No further discussion.

**Fall Student Count-MaeFairs:** Stacy Edwards stated that the fall count was reconciled to MaeFairs and noted that the District has 64 more students this fall than last spring. Elementary increased 68 and HS decreased by 4. The total student count is 1,992. No discussion.

**HR Status Update:** John Salois reviewed transfers and resignations and noted tht several 2+2 teachers have received certification and will graduate in December. Those teachers are on the agenda to be hired at Napi and BES. Ms. Croff asked about the consumer science position at BHS. Mr. Salois stated that right now we have a long-term substitute but he has been in contact with a person who can get certified and may be interested. Jennifer Wagner stated that she is still having problems with subs. Ms. Bremner stated that the classes in transition with a substitute need to be very careful on grading and if the student is not being instructed, they should all have an 'A'. Mr. Salois stated that they used the pass/fail option in the past. The middle school PE position has been filled by Sierra Matt and her position at Napi will not be filled. Alicia Raining Bird received her emergency certification at BMS. Ms. Yellow Owl stated that it is hard to get security or workers at games and asked if it is a problem with staff working. Mr. Salois stated that the district would pay overtime if staff works and it gets very high. Ms. Yellow Owl stated that if it is hard to get people to work then we need to review this process. Mr. Salois stated that there is another school that put positions out to bid and the school hires from this firm. Mr. Gallup stated that

if we cannot get people on the outside to work than we need to hire staff. Mr. Evans asked if these positions are offered to staff that do not get their hours in. Mr. Salois stated that these positions are offered to everyone. Mr. Salois will check with wage and hour regarding classified staff.

**Coach Status Update 2019-2020:** Mr. Salois stated that there are still positions open, band, choir, etc. He will meet with Everett Armstrong and the building athletic coordinators at middle school and Napi to discuss these. Ms. Croff stated that the district recently advertised for assistant coaches and stated that in the past the head coaches picked their staff and felt that this is setting a precedence. Ms. Croff stated concern that this causes problems for the head coaches. Mr. Gallup stated that the head coaches should always recommend their assistant coaches and felt that the programs could be ruined by not allowing the head coach to make their recommendation. Ms. TallWhiteman stated that the positions are advertised and interviewed; the assistant coach positions have always been rolled over in the past because of successful evaluations. Ms. Croff stated that doing it this way means that the head coach has to take someone who does not know the program. Ms. TallWhiteman stated that you can't just pick who you want when all the other programs have to follow procedure and felt that it is setting a precedence by letting the head coach skew the interview process. Ms. TallWhiteman suggested getting a legal opinion. Mr. Salois stated that the head coaches are always on the interview team unless they are related within a certain degree to an interview candidate. Mr. Salois will check into this and bring back a legal opinion. Ms. Bremner asked that Everett Armstrong also check with other districts our size and see what they are doing.

**Resignations:** Resignations were accepted for Laura No Runner, Elementary Teacher-BES, Effective 10/29/2019; Earl Tail, Teacher Assistant - Napi Effective 10-30-2019 and Nicklo Cross Guns, Bus Driver-Transportation, Effective 11-12-2019.

### **ITEMS OF ACTION**

**Hiring:** Motion by Mr. Evans to approve the following hiring pending successful background check/drug tests: Laura Hall, Personal Care Attendant - KW Vina; Sherman Red Tomahawk, Personal Care Attendant – BES; Cydnie Sharp, Personal Care Assistant – BES; Destini Ell, Personal Care Assistant – BES; Alannah Black Goat, Napi 4th Grade Teacher 2010-2020 (\$25,618.00); DeeDee Spotted Bear, Napi 4th Grade Teacher 2019-2020 (\$25,618.00); Alicia Raining Bird, BMS Social Studies Teacher 2019-2020 (\$25,618.00); Samantha Deveraux Teacher Assistant-Babb and Brent Still Smoking, Assistant Cook-Napi. Second by Ms. Bremner. No public participation. No board discussion. Motion passed 7-0 Donna Yellow Owl, Wendy Bremner, Brian Gallup, James Evans, Kristy Bullshoe, Brenda Croff, Rae TallWhiteman voting for.

Motion by Mr. Gallup approve hiring Theodore Connelly, Assistant BBB Coach 2-10-2020 (\$2,408.00) pending successful background check/drug test. Second by Ms. Bremner. No public participation. Board discussion: It was noted that Theodore Connelly is to be hired at \$2,408.00 as per Extra-Curricular Pay Schedule. Motion passed 7-0 Donna Yellow Owl, Wendy Bremner, Brian Gallup, James Evans, Kristy Bullshoe, Brenda Croff, Rae TallWhiteman voting for.

**Contract Service Agreements:** Motion by Mr. Gallup to approve the following contract service agreements pending successful background checks for Samantha Pemberton, 21st Century Student Tutor-BHS 2019-2020 (\$1,836.00) and Mistee RidesAtTheDoor, Support/Supervision for Fall Cheerleading Program 2019-2020 (\$2,064.00). Second by Mr. Evans. No public participation. *Board discussion:* Ms. Bremner asked why Mistee RidesAtTheDoor is being hired after the fact and also asked why the district is not following the policy regarding background checks, drug tests, or hiring process and noted that there is a reason that these policies are in place. Ms. Bremner stated that she wants Mr. Armstrong to be careful about doing this in the future and follow policy. Everett Armstrong stated that Mistee has worked in this position before. Ms. Bremner stated that there may have been other people interested in this position too. Superintendent Hall stated that she has been working on this problem. Motion passed 7-0 Donna Yellow Owl, Wendy Bremner, Brian Gallup, James Evans, Kristy Bullshoe, Brenda Croff, Rae TallWhiteman voting for.

**Out of State Travel:** Motion by Mr. Evans to approve out of state travel for Patrick Armstrong, Blackfoot Confederacy's Honoring and Cultural Exchange in Washington, D.C. (School Related Leave Only). Second by Ms. Croff. No public participation. No board discussion. Motion passed 7-0 Donna Yellow Owl, Wendy Bremner, Brian Gallup, James Evans, Kristy Bullshoe, Brenda Croff, Rae TallWhiteman voting for.

Motion by Mr. Gallup to approve out of state travel for Jennifer Wagner, AVID National Conference 2019 in Dallas, TX (\$2,462.32); and Robin Bear Child, Taylee RidesAtTheDoor, Trenell Butterfly, and Emily Williams, 2019 Intertribal Agriculture Council Youth Conference (School Related Leave Only). Second by Ms. Bullshoe. No public participation. No board discussion. Motion passed 7-0 Donna Yellow Owl, Wendy Bremner, Brian Gallup, James Evans, Kristy Bullshoe, Brenda Croff, Rae TallWhiteman voting for.

In State Travel: Motion by Mr. Evans to approve the following in state travel: Nikki Hannon, Montana Youth Homelessness Demonstration Program Core Team Meeting in Helena, MT (\$391.52); Everett Armstrong, Western A Fall Meeting in Dillon, MT (\$480.72) and Billie Jo Juneau, Jessica Racine, Melinda Juneau (or VP), Matthew Johnson, Arlene Wippert, William Heubsch (or Kari McKay), Incorporating Mental Health Awareness-Interventions into MTSS in Bozeman MT (\$326.86 ea).

No public participation. No board discussion. Motion passed 7-0 Donna Yellow Owl, Wendy Bremner, Brian Gallup, James Evans, Kristy Bullshoe, Brenda Croff, Rae TallWhiteman voting for.

**Approvals:** Motion by Mr. Evans to approve Contract Modification-Tracey Thomas, 2nd Grade Teacher - BES 2019-2020 (\$38,798.00 pro-rated) and Contract Modification-Ansel Traynor 2019-2020 (\$1,906.00). Second by Ms. Croff. No public participation. No board discussion. Motion passed 7-0 Donna Yellow Owl, Wendy Bremner, Brian Gallup, James Evans, Kristy Bullshoe, Brenda Croff, Rae TallWhiteman voting for.

Motion by Mr. Gallup to approve the following items: Create Position-High School Boys Assistant BB Coach (\$2,408.00); Create Position-High School Girls Assistant BB Coach (\$2,408.00) and MOU Between Planned Parenthood of Montana and BPS 2019-2020. Second by Ms. Croff. *Public participation/Board discussion:* Dan Connelly stated that he requested a fourth BB Coach position for support in helping with the lower grades and making certain that all are following the same fundamentals that the high school head coaches are requiring. This position will also encourage kids to make sure that they are keeping grades up and attending school every day. The assistant coaches on staff now do some of this but also have teams to coach. Raymond Augare agreed with Mr. Connelly stating that this position will also help the athletic coordinators in the buildings. Ms. TallWhiteman asked about other sports such as volleyball for middle school and high school to communicate better with them. Ms. Croff stated that she has heard that coaches single out kids and scream at the kids and felt that the district needs someone looking at the middle school and elementary coaches too. Angela Heavy Runner stated that the middle school program is huge and has four coaches and needs more help; middle school has a lot of athletes and it is hard to get coaches. Ms. Heavy Runner felt that the coaches need to be taught policies and procedures of the district; we just take whoever we can get or just cancel the program. Also, kids are told they have to be in class but they do not take it serious. Ms. Bremner stated that the board has approved football, track, and cheer positions at the high school and it is not a problem to add to the elementary programs; other schools start kids at younger ages and build their programs and when they are in high school, they should have had everything at the lower grades. Brian feel same, but the new coach position does not say they will go to the other schools and it should. Ms. Croff stated that the money comes from the athletic budget and should be supported. Everett Armstrong agreed and stated that other schools have top programs; they support letting people volunteer, then be hired; a new coach would be there to help and make sure all is running the same program as the high school. Ms. Yellow Owl stated that she understands this but it could lead us into an equity issue based on fact that this is basketball and this option was not offered to any other program prior to the school year. Ms. Yellow Owl asked if Mr. Armstrong has done research on what other schools have. Mr. Armstrong stated that Columbia Falls, Dillon, etc., has more than or equal to six coaches for high school. Dan Connelly stated that they run almost like a college. Mr. Evans asked if the head coaches are involved in the middle school coach hiring. Mr. Armstrong stated that he usually supports what the middle school athletic coordinator wants; Dan Connelly stated that he has not been asked. Mr.

Evans felt that it is harder to justify if the high school coaches do not sit on the elementary interviews. Dan Connelly stated that he did ask the middle school coordinator why he was not consulted but did not get an answer. Ansel Traynor stated that it's just been about a high school program and middle school was never included. Ms. Bremner felt that the coaches are underpaid and noted that the high school season is considerably longer than elementary season. Dixie Guardipee stated that the coaches use the gyms and work with kids all year long and without compensation. No further discussion. Motion passed 7-0 Donna Yellow Owl, Wendy Bremner, Brian Gallup, James Evans, Kristy Bullshoe, Brenda Croff, Rae TallWhiteman voting for.

Motion by Mr. Evans to approve the following items: Substitute Eligibility List 2019-2020; BNAS Consultant List 2019-2020; NSBA Dues 2019-2020 (\$2,675.00); Purchases Over \$10,000.00; District Claims Check #422327 - #422457 (\$566,954.51); Student Activities Claims Check #704048 - #704088 (\$13,357.95) and Additional Pays/Payroll. Second by Ms. Croff. No public participation. *Board discussion:* Ms. Bremner noted that during a training with MTSBA, the school board was told that substitutes are an exception to the nepotism policy and asked Superintendent Hall to follow up with Debra Silk. Ms. Croff asked about the Planned Parenthood MOU and noted that once again another entity is collecting information on our students. Superintendent Hall stated that the proposal is to create a peer focus group where students learn how to help their peers in making smarter decisions in sex education, and abstinence, and also to make difference in STDs and teen pregnancies; the teen focus group does not have to go to parents but will go to their peers. Ms. Croff felt the idea is great but wants the data used only for the stated purpose. All board members agreed. Ms. Bremner stated that there is a focus group collecting data for their research and they have been told that the board will approve if they go through the IRB process and she expects the same for this program. No further discussion. Motion passed 7-0 Donna Yellow Owl, Wendy Bremner, Brian Gallup, James Evans, Kristy Bullshoe, Brenda Croff, Rae TallWhiteman voting for.

There were no Personnel or Legal Issues.

Motion by Ms. Croff to adjourn at 7:58. Second by Ms. Bremner. All in favor/Motion passed.

Respectfully submitted:

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

\_\_\_\_\_ Donna Yellow Owl, Board Chairperson

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