

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

Tuesday, August 21, 2018 @ 5:00 p.m.

Administration Conference Room

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

Mr. Gallup 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. Bremner. All in favor/Motion carried.

**Public Comment: None.**

### **ITEMS OF INFORMATION**

**Resignations:** The following resignations were accepted by the superintendent: Thomas Night Gun, Custodian/BES Effective 7/31/18; Quentin Miller, Assistant Football Coach/BHS Effective 8/7/19; Ignatio LaForge, Assistant Cross Country Coach/BHS Effective 8/7/18 and Lona Burns, Instructional Coach/Napi Effective 8/18/18. No discussion.

### **ITEMS OF ACTION**

**Hiring:** Motion by Mr. Evans to approve the following hiring pending successful background check/drug tests: Jenny Jo Tailfeathers, Personal Care Attendant, KW Vina; Joycelyn big Throat, Blackfeet Native American Studies Teacher-KW Vina 2018-2019 (\$36,408.00); Radium Woolf, Elementary Teacher/BES 2018-2019 (\$36,408.00); Johanna Johnson, English Teacher/BMS 2018-2019 (\$57,177.00); Nathan Stone, Gear Up Student Achievement Specialist, BMS (TBD). Second by Ms. Bremner. No public participation. *Board discussion:* Ms. Yellow Owl asked if Nathan Stone start his new position now or later. Superintendent Hall stated that they will need to fill the KW Vina position prior to him starting with Gear Up. Mr. Stone is on a provisional now and if he moves to Gear Up he does not need certification, but he can teach on a provisional. The administration has looked at several options to fill the position Mr. Stone wanted at KW Vina but cannot find a teacher. Superintendent Hall stated that they have called retired teachers and looked at the substitute list but will continue looking. Ms. Bremner felt that it is wrong to hold someone against their will in a position when they applied and was hired for another position. Ms. Bremner felt that this may cause a lot of friction. No further discussion. Motion passed 7-0 with Brian Gallup, Wendy Bremner, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae Tall WhiteMan voting for.

Motion by Ms. Yellow Owl to approve a contract service agreement pending successful background check/drug test for Shaylea Tatsey, assistant Cross-Country Coach/BHS 2018-2019 (\$2,064.00). Second by Ms. Bremner. No public participation. No board discussion. Motion passed 7-0 with Brian Gallup, Wendy Bremner, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae Tall WhiteMan voting for.

**Contract Service Agreements (Pending Successful Background Check):** Motion by Mr. Evans to approve a contract service agreement pending successful background check for New Teacher Stipends for Orientation 2018-2019, see list (\$6,000.00). Second by Ms. Bremner. No public participation. No board discussion. Motion passed 7-0 with Brian Gallup, Wendy Bremner, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae Tall WhiteMan voting for.

**Approvals:** Motion by Mr. Evans to approve request to Waive Penalty for Early Contract Separation: Lona Running Wolf. Second by Ms. Bullshoe. No public participation. *Board discussion:* Ms. Yellow Owl felt that Ms. Running Wolf was leaving the district for a great reason and wished her the best of luck however Ms. Running Wolf states in her letter that the district has waived the 8% penalty in the past. Ms. Yellow Owl stated that the district needs to be consistent and if we continue to waive the penalty then it needs to be removed completely. Ms. Tall Whiteman agreed and stated that Mr. Stone was threatened to be charged the penalty; Mr. Stone is moving to another position in the district, he is not leaving the district. Emorie Bird stated that the penalty is written into the

Certified Bargaining Unit and Mr. Stone was made aware that it is in his contract that he signed and that he may be liable to pay it. Ms. Bird also stated that there is a state statute addressing this. Mr. Gallup stated that it is rare the anyone has been held liable for this penalty but there has been a couple of times that BPS required the penalty to be paid and for good reason. At this time of year, Mr. Gallup stated that a teacher will sign their contract then take the job they want and the district needs to be protected; the teacher needs to be committed to the position they are hired for in the district. Stacy Edwards stated that other districts have paid BPS for the penalty when a teacher chooses to break their contract. Superintendent recommends that the board waive the penalty for Ms. Running Wolf. Ms. Bird felt that the district should be consistent and if the penalty is waived for this contract it should be waived for all. Dixie Guardipee stated that teachers have been paid for moving expenses in the past and left after two weeks. No further discussion. Motion passed with Brian Gallup, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae Tall WhiteMan voting for and Ms. Bremner abstained.

Motion by Ms. Yellow Owl to approve the 2018-2019 Substitute Eligibility List. Second by Ms. Bullshoe. Public participation/Board discussion: It was noted that the subs that were removed from the list for hire at the 8/7/18 meeting are on this list to be hired. A legal opinion on the statutes regarding hiring was emailed to all board members which states that the district does not have to advertise an individual who is related to the board member unless they are working 30 consecutive days; then they must be hired and the nepotism law must be followed. Stacy Edwards stated that if a sub is in a classroom for 30 consecutive days, they are paid at a higher wage (\$16.00) and the district is required to offer them the insurance benefits. Ms. Bird stated that Sherie has a substitute tracking sheet on google drive that is monitored daily in order that subs do not work over 30 consecutive days. Mr. Edwards noted that subs were hired last school year, and they were not on the list. Ms. Edwards stated that she terms all substitutes on June 30 and a new list is started on July 1. The secretary can only request a sub to work that is on the list. No further discussion. Motion passed 7-0 with Brian Gallup, Wendy Bremner, James Evans, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae Tall WhiteMan voting for.

Motion by Ms. Yellow Owl to adjourn at 5:24 p.m. Second by Mr. Evans. Motion passed.

Respectfully submitted:

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

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

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