

**Regular Board Minutes (Draft)**  
Wednesday, November 30, 2016 @ 12:00 p.m.  
KW Bergan/Vina Chattin Elementary Schools

There was no quorum 12:00 p.m. Board members present: Wendy Bremner, Brenda Croff, Kristy Bullshoe.

Tonia Tatsey introduced the White Weasel Children and the Beaver Children, who were directed by Carolyn Zuback, to perform.

**Student Recognitions:** Ruth Shea recognized Kacidee Racine, a student in the 4-year old program who knows the alphabet and can write her name. Kacidee is also very good in math and works hard every day in school. Ms. Tatsey stated that her team stresses literacy and they are getting books into the homes which will help during home visits. The team works with the parents and the students to help them read at home.

Ms. Tatsey recognized L'rent New Breast. Ms. Tatsey stated that L'rent is an awesome student and is in school every day. Ms. Tatsey thanked parents, Loren New Breast and Brenda ArrowTop, for being available at all times.

Haile Cross Guns was recognized by her teacher, Ms. Brock, for having made the greatest gains in her class. Haile is an excellent student.

**Parent Recognition:** Ruth Shea recognized Patrick and Anna Armstrong and Gina Dosch for their support and help with the students. Each was commended for always being available to support the staff and students.

Ms. Tatsey thanked the drum group for their support during the KW Bergan PowWow that was held last week; Patrick Armstrong, Sheldon Armstrong, and Everett Armstrong.

Ken Bird Rattler was recognized for supporting and making sure that all students arrive at school safely. Mr. Bird Rattler is a good role model for the students.

Ms. Tatsey commended Wendall Main for doing such a wonderful job supporting his child and being such a good role model.

Talissa Pongah was recognized for being available and helping out whenever needed.

**Staff Recognition:** Nancy Light, Ruth Shea, Carol Grant, Cindy Show, Valerie After Buffalo and Stella Walter (absent) were recognized for their knowledge and respect for all. Each are staff that come to work early and stay late. They are all very good teachers and the kids benefit from them every day.

Sandi Henderson was commended for helping in the office at the KW Bergan and supporting with MBI.

Ms. Tatsey recognized Nathan Stone for being a great sub for the district and encouraged him to further his career in education.

**Presentations**

**Attendance Matters:** Corrina Hall handed out Attendance Matters posters and noted that they will be hanging the posters around town. Ms. Hall and Ms. Tatsey met with the Tribe and the Courts to make certain that everyone is on the same page regarding attendance. She met with Sam Juneau and he said he wanted home visits. Right now, they are working with Vina Chattin parents to get students to school on time and next quarter they will start on KW Bergan attendance. Both were commended by the board for going above and beyond their normal duties working with child protection and the parents.

**Graduation Matters:** Brandy Bremner handed out a graph that showed overall reading scores for ISIP. Ms. Bremner noted that this year the grade, that started low, is already making growth. Playing cards and books are being sent for parents to work with their children on math skills. Sandy Campbell reviewed the Reading Foundation graphs.

**Safety Matters:** Kim DesRosier is the nurse for 3 elementary buildings and handles all emergency drills for those schools. Ms. DesRosier stated that there are 166 students in Grade 1; 155 students in Kindergarten; 52 students Pre-K and two rooms for childcare with 2 month to 3 year old children. The nurses provide staff with gloves, sanitizers, and clorox wipes and all staff is being taught how to how to protect themselves and stay healthy.

**MBI:** Cheryl Lock and Mary Stone are both on the MBI team and are doing a great job focusing on data, teaching behavior, respect, safety and responsibility in school and on the playground. KW/VC presentations concluded at 1:30 p.m.

Ms. Bremner called the meeting to order at 5:05 pm.

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

**Approval of Minutes:** A motion was made by Mr. Conway to approve the regular board minutes of 11/8/16 with no changes and seconded by Mr. Evans. All in favor/Motion carried.

**Approval of Agenda:** A motion was made by Mr. Evans to approve the agenda with the following changes: Item #d-approvals remove Position Re-Classification for Blackfeet Academy Program Secretary to School Secretary and seconded by Ms. Bullshoe. All in favor/Motion carried.

**Public Comment:** none

### **ITEMS OF INFORMATION**

**Building Reports:** Ms. Bremner thanked the KW and VC staff for the noon presentations. The following building reports were reviewed from Child Nutrition-Lynne Keenan, Maintenance-Richard Sanchez, Transportation-Wayne Hall and Technology-Everett Holm. Mr. Holm presented a video how security cameras operate on line and gave a verbal update on the status of having 128 plus cameras recording to DVRs every day. The camera details were very clear and have enough storage for 30-40 days. No discussion.

**Staff Recognition:** Billie Jo Juneau commended JoAnne Grandstaff for her exceptional implementation of class meetings that matter; students were interacting and responding. Ms. Bremner noted that Ms. Grandstaff is always smiling and stated that it takes an exceptional individual to make that kind of difference for kids.

### **Superintendent's Report**

**New Policy Review – 1<sup>st</sup> Reading Proficiency Based ANB-School Safety-Multidistrict Agreement-Flexible Instruction Licensing-Coop Purchasing-Levy for IDEA-Adult Ed- Meal Charges:** No discussion.

**New Policy Review – 1<sup>st</sup> Reading #5336 Compensatory Time and Overtime/Classified Employees:** Jason Andreas stated that this policy is recommended by Montana Attorneys and also stated that this is best practice, there are no changes in our procedures it just puts this in our policy. Rae Tall White Man asked “what if an employee gets disciplined for working overtime”, you have to flex your hours; what if you have a lot of things happening? Ms. Tall White Man stated that she doesn't want good employees getting disciplined over this issue

and asked what is wrong with the previous policy? Mr. Rouse stated that this policy is the same as before and no one should be written up for overtime. Ms. Bremner stated that she does not understand why the Superintendent has to approve overtime and asked why the principal can't approve overtime. Mr. Andreas stated that this policy is important and it will keep us out of trouble. Mr. Conway asked who is responsible if there are unforeseen circumstances. Mr. Rouse stated that the supervisor will call him if someone needs to be working overtime and he will approve it. Ms. Bremner felt that this policy is unnecessary, the administrators can discipline, so why create another policy. Wayne Hall stated that there are times when he cannot get hold of the administrator and asked if he will be in danger of jumping the line and making a decision. Rae TallWhiteMan asked what is comp time vs. overtime, how can we track it, are we trying to do comp time? Mr. Rouse stated that it is based on a 40-hour week. Mr. Andreas stated that the issue with comp is that it is the same as over-time; you get paid 1½ times your regular rate per hour. Mr. Rouse stated that the district does not do comp time. Mr. Andreas was directed to get a legal opinion. Proficiency Based ANB Policy: Matthew Johnson stated that this policy is based on what the student can achieve, i.e. if an 18 year old does not have credits, can work with the student, give them an assessment and a grade rather than have them in school for another year. This will be on a case by case basis. The board agreed by consensus to go with option 4. The following policies will not have changes: Transfers for School Safety; Multidistrict Agreements; Flexible Instructor Licensing; Cooperative Purchasing; Non-voted Levy for Excess IDEA Costs; Adult Education and Meal Charges.

**Blackfoot Papers/Website Update:** Billie Jo Juneau explained how the website will look for the Blackfeet Papers and how to buy the product. Ms. Bremner asked if you can are able to look into the books to see what they are about. Ms. Juneau stated that she will check into this. Mr. Conway expressed concern with what Adolph Hungry Wolf has to say. Mr. Conway stated that BPS did pay him for the all copyrights and stated that he does not agree with what is being claimed. Mr. Rouse stated that he did research on this issue and there are some books that still belong to Mr. Hungry Wolf and he can market them. Mr. Rouse stated that he cannot produce any document/s that say otherwise. Mr. Conway stated that BPS owns the copyright so BPS can reproduce when needed. In the meantime he does sell them on his own. Ms. Bremner asked about recording. Mr. Evans asked for the deadline to be available on-line. Ms. Bremner asked if this is another job for Ms. Juneau. Mr Rouse stated that this will be the handled by the business office. No further discussion.

**Buffalo Hide and Alternative Ed Consolidation:** Matthew Johnson stated that Project Choices and the Academy have been combined and are called, "Buffalo Hide Academy". The students will be in school all day. Mr. Johnson stated that working with students for 4 hours per day was not allowing staff to build relationships like they wanted and if a student came in to the Academy midterm because the wanted to be in school, they were welcomed. The Buffalo Hide building has big open rooms with a lot of students that feel safe, happy and engaged. Earl Old Person was asked about changing the name William Buffalo Hide and Mr. Old Person stated that, "this gentleman could do anything". Buffalo Hide Academy was overwhelming selected by staff and students they are working on combining the budget into one. Mr. Johnson stated that they will have a naming and after have an open house. Ms. Bremner suggested that Mr. Earl Old Person give the new name with the story that goes with it.

**Personnel Update:** Jason Andreas handed out an update on vacant positions/transfers/hires, etc. and stated that Lorrie Tatsey is working in Vo-ag at the high school and Leonard Guardipee is teaching Science. Ms. Bremner suggested sending a copy of open positions to the radio station. Mr. Andreas agreed and noted that he meets with the new teachers monthly after school.

**Fall Parent/Teacher Conference Update:** Jason Andreas commended principals, home school coordinators and the parents for their involvement. John Salois suggested having Middle School and High School Parent/Teacher Conferences on different days. If separated, the staff that have students in the lower grades have time to be there as well.

**Resignations:** Superintendent Rouse accepted the following resignations: Larry Robison, 6<sup>th</sup> Grade Boys Basketball Coach, Napi Elementary, Effective 11/4/2016; Mary Jo Wall, Substitute, Effective 11/8/2016; Joe

Smith, Maintenance-Skilled, Maintenance, Effective 11/11/2016; Janell Running Wolf, Personal Care Attendant, Napi Elementary, Effective 11/14/2016; Diana Kauers, Library Media Specialist, KW/Vina, Effective 11/16/2016; Albert Still Smoking, Avid Tutor, Middle School, Effective 11/18/2016 and Michelle Plouffe, Assistant Cook, Browning Elementary, Effective 12/01/2016. *No discussion.*

### **ITEMS OF ACTION**

**Hiring:** Motion by Mr. Conway to approve the following hiring pending successful background check/drug tests: Marnessa Ingraham, Personal Care Attendant, Napi Elementary; Larry Robison Napi Elementary softball Coach 2016-2017 (\$430.00); Marina Running Crane, Napi 6th Grade Volleyball Coach 2016-2017 (\$430.00); Ygnatio LaForge, Napi Elementary 6th Grade BBB Coach 2016-2017 (\$204.60); Kayla Jeckell, Middle School Volleyball Coach 2016-2017 (\$860.00); and Raymond Augare, Girls Basketball Coach-BMS 2016-2017 (\$281.40 prorated). Second by Mr. Evans. No public participation. *Board discussion:* Ms. Evans said he noticed that the volleyball coach had a drug test in 2014 and asked if they should have another one? Jason Andreas stated that as long as they continue their employment with the district, they are not retested. No further discussion. All in favor/Motion carried.

**Contract Service Agreements:** Motion by Mr. Evans to approve the following contract service agreements pending successful background check: Dawn Cobell, Youth Mental Health 1s Aid Training (\$450.00); Jack Parrent, Youth Mental Health 1st Aid Training (\$450.00); Jennifer Ehlers, Youth Mental Health 1st Aid Training (\$450.00); Kimberly Tatsey-McKay, Youth Mental Health 1st Aid Training (\$450.00) and Brenda Guardipee, 1st Aid-CPR (\$225.00). Second by Mrs. Bullshoe. No public participation. No board discussion. All in favor/Motion carried.

**Out of State Travel:** Motion by Mr. Conway to approve out of state travel for Robin Bearchild, Jenna Murray, Sequoya Osborne, Jaymielynn Little Dog-Intertribal Agriculture Youth Alliance Symposium (\$1,030.00). Second by Mr. Evans. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve Mr. Rouse, Jeri Matt, Brandy Bremner, Sandi Campbell, Arlene Wippert, Sheila Hall, Colleen Wilson, Lona Burns, Edith Wagner, JoAnn Powell, Sharon Tucker, Cheri Show, Plain Talk Literacy and Learning Conference in New Orleans, LA (\$3,251.40 each). Second by Mr. Conway. No public participation. No board discussion. All in favor/Motion carried.

**In-State Travel:** Motion by Mr. Evans to approve John. Salois, Basketball Tip-Off Tournament in Missoula, MT (\$270.32). Second by Ms. Bullshoe. No public participation. No board discussion. All in favor/Motion carried.

**Approvals:** Motion by Mr. Conway to approve Student Attendance Agreement 2016-2017. Second by Mr. Evans. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve 2016-2017 Substitute eligibility List; NAS Consultant List 2016-2017, and Create Part-Time Assistant (Flex) Cook Position (\$14,210.91). Second by Mr. Conway. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Conway to approve the following items: Accept Donation from George V. Fischer (\$5,000.00); Amend Policy: #2519 School Wellness, #3533 Student Fund Raising, #3760 Child Abuse and Neglect; Testing With Integrity, Drug and Alcohol Agreement 2016-2017; Purchases over \$5,000; District Claims Check #413470 - #413590 (\$473,083.23); Student Activities Claims Check #702534 - #704548 (\$5,735.71) and Additional Pays/Payroll. Second by Ms. Bullshoe. No public participation. *Board Discussion:* Mr. Evans felt that the contract for Testing with Integrity, Drug and Alcohol Agreement 2016-2017 should be bid out and suggested that the contract for this should only be approved until the end of the school year. Jason Andreas stated that he will discuss this with the HR Secretary, Sheri Blue. Ms. Bremner requested that the motion and second be reversed.

Ms. Bullshoe withdrew her motion and Mr. Conway withdrew his second and made a new motion to approve all items except the Testing with Integrity, Drug and Alcohol Agreement 2016-2017. Ms. Bullshoe seconded. No further discussion. All in favor/Motion carried.

Meeting recessed at 6:30 p.m.

Reconvene at 7:02 p.m.

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

**Personnel - Superintendent Evaluation 2016-2017:** At 7:02 p.m. Mr. Rouse requested that his evaluation be held in executive session where each board member is given the opportunity to rate the Superintendent on goal setting, objectives, policy, procedure, finance, budget management, curriculum, and leadership and management. The meeting convened to open session at 8:39 p.m.

Motion by Mr. Conway to adjourn at 8:39 p.m. Second by Mr. Running Fisher. Motion carried.

Respectfully submitted:

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

\_\_\_\_\_ Wendy Bremner, Board Chairperson

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