

Special Board Minutes 5/31/18

Thursday, May 31, 2018 @ 5:00 p.m.

Administration Conference Room

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

Mr. Gallup called the meeting to order at 5:05 p.m.

Public Comment: Mr. Gallup read a statement regarding the provisions of the Montana Open Meeting Law under Section 2-3-103 for Public Participation at Board Meetings. Jerry Racine stated that the weightlifting program is being handed to someone else and he was not aware that he had to reapply. Mr. Racine stated that he thought the position was a given and he only had to show up and stated that he does not feel it is right that he built and worked hard for 5 years to build this program and make it so special. Mr. Racine stated that he did not know that he had to reapply or he would have. Mr. Racine stated that this hurts him and the kids here; the kids believe in everything he says and does and this is a big slap in the face to get booted out. Mr. Racine stated that he is the only one there for the kids and don't see any other coach coming in to put in the time and he has to have permission to come in and use the weights. Derek Loring stated that Jerry helped them make state in the football program. This was a big program that Jerry started and a lot of people don't see this. Jerry could have 5 players going to college to play football. Mr. Loring stated that all this town is about is negativity and he doesn't see any other coaches helping, only Jerry. Jerry helps them in the weight room and he plays a big role in sports. Brant Bremner stated that he doesn't understand what's going on. Jerry has been there for all of them since 7th grade. He opened up weight rooms for all of them and he did it for free and he's been doing this for 4 years and it is paying off. Derek Bremner stated that this is not the first time someone is trying to get rid of Jerry and by bringing him down it brings them all down.

ITEMS OF ACTION

Contract Service Agreements: Motion by Ms. Yellow Owl to approve the following hiring pending successful background check/drug tests: Student Ee Kah Ki Maht Summer Workers 2017-2018 (See List) \$29,747.20. Second by Ms. TallWhiteMan. No public participation. *Board discussion:* It was noted that the district has past practice in not doing background checks on students. Mr. Gallup noted that this has been checked with district legal council. No further discussion. Motion passed 3-2 with Brian Gallup, James Evans, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteMan voted in favor.

Motion by Mr. Evans to approve the following hiring pending successful background check/drug tests: Angel Tail, Ee Kii Kah Maht Program Summer Staff 2017-2018 (\$4,864.00); Ashley Bullcalf-Ee Kii Kah Maht Program Summer Staff 2017-2018 (\$3,496.00) and Cheri Dauphinais-Ee Kii Kah Maht Summer Program Program 2017-2018 (\$6,384.00). Second by Ms. Bullshoe. *Public participation/Board discussion:* Ms. TallWhiteMan stated that in policy #5120 recruitment & selection, under Extracurricular it states similarly qualified and Angel Tail will make \$16.00 per hour compared to Heidi Bullcalf has been with the program for 8 years and Joyce Watts 10 years. Ms. TallWhiteMan stated that Heidi and Joyce earned \$16.00 per hour and stated that she is not confident putting Angel Tail in that position. Ms. TallWhiteMan asked why the same people weren't given the opportunity for this position when they have had consecutive year to year experience and now they are only worth \$11.50. Ms. Yellow Owl agreed and stated that there are others that have seniority. Mr. Wagner stated that he had a committee that interviewed and based on the questions asked, these people did not express themselves with what they did. Ms. Yellow Owl state that these individuals were evaluated each year and that should show what they did. Emorie Bird stated that there are no evaluations on any of the applicants in the HR files. Ms. TallWhiteMan stated that she has the copies of what was sent to the administration and Joyce Watts delivered the original. Ms. Yellow Owl stated that she does not understand why some are being paid \$11.50 and others \$16.00. Superintendent Hall stated that in the past we were told to make sure that the positions are advertised and go through the interview process to give all staff the opportunity to apply. The board has asked that when a grant ends the positions end and the Ee Kah Kii Maht positions continued to be paid at the grant amounts and now administration is paying the positions at the board approved Temporary Compensation Schedule. Mr. Gallup

stated that the policy says you will have consideration for the position, it does not say you will have it. Ms. Bird stated that these positions are CSA's (contract service agreements) and the policy does not state that CSAs will be evaluated and noted that there is a difference between a contracted employee and a district employee. Ms. TallWhiteMan stated that Angel Tail worked from January in a different program and she is talking about working consecutive years worked. Heidi Bullcalf was the data entry person which is a big piece for the 21st Century Grant. Ms. Yellow Owl asked how they will be given the right pay if they are already approved. Superintendent Hall stated that the administration is following the temporary compensation schedule, if the board wants to do something different they can vote on it. Mr. Evans asked if the positions were advertised. Ms. Bird stated that they advertised locally, district wide, on facebook but it was too late to advertise in the local paper because there was too small of a window since summer school programs start date is June 4. Ms. Bird stated that the positions were originally advertised, put on the May 15 agenda, then removed. Tony Wagner stated that there are four people that are not on the list and will be advertised for 15 days because they are related to board members. Mr. Gallup called for the vote. Motion passed with Brian Gallup, James Evans, Kristy Bullshoe voted for all and Rae TallWhiteMan and Donna YellowOwl voted opposed to approving a contract service agreement for Angel Tail, Ee Kii Kah Maht Program Summer Staff 2017-2018 (\$4,864.00).

Motion by Ms. YellowOwl to approve contract service agreements for the following pending successful background checks: Crystal St. Goddard, Ee Kii Kah Maht Program Summer Staff 2017-2018 (\$4,864.00); Earl Tail, Ee Kii Kah Maht Program Summer Staff 2017-2018 (\$3,496.00); Heidi Bullcalf, Ee Kii Kah Maht Program Summer Staff 2017-2018 (\$3,496.00); Joyce Watts, Ee Kii Kah Maht Program Summer Staff 2017-2018 (\$3,496.00) and Myndi Gallagher-Ee Kii Kah Maht Program Summer Staff 2017-2018 (\$3,496.00). Second by Mr. Evans. No public participation. *Board Discussion:* Ms. TallWhiteMan stated that she has the same issue on wages as before and felt that these people should be the bosses of the program. Ms. TallWhiteMan stated that everyone knows when summer school starts every year and the positions should be been advertised earlier. Ms. TallWhiteMan stated that she feels kids deserve better than this and she will continue to say so. No further discussion. Motion passed 5-0 with Brian Gallup, James Evans, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteMan voted in favor.

Motion by Ms. YellowOwl to approve contract service agreements for the following pending successful background checks: Penny Marceau-Ee Kii Kah Maht Program Summer Staff 2017-2018 (\$3,496.00); Rick Hoyt-Ee Kii Kah Maht Program Summer Staff 2017-2018 (\$3,496.00) and Sydney St. Goddard-Ee Kii Kah Maht Program Summer Staff 2017-2018 (\$3,496.00). Second by Ms. Bullshoe. No public Participation. No board discussion. Motion passed 5-0 with Brian Gallup, James Evans, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteMan voted in favor.

Motion by Mr. Evans to approve contract service agreements for the following pending successful background checks: Robert Miller, Ee Kii Kah Maht Weightlifting Program 2017-2018 (\$4,788.00) and Brian Harrell, Ee Kii Kah Maht Weightlifting Program 2017-2018 (\$3,990.00). Second by Ms. YellowOwl. *Public participation/Board discussion:* Ms. YellowOwl expressed concern that the main individual was not given an opportunity to apply for the position and he was on a different agenda than he was pulled. Ms. Yellow Owl asked to table these items and give Jerry Racine a chance to apply. Superintendent Hall asked if Jerry Racine was notified. Tony Wagner stated that he sent an email out and put the notice on facebook. Jerry Racine stated that he did not see the email and neither did Kellen Hall. Ms. Bird stated that they did not understand why neither of these individuals applied for the positions. Ms. YellowOwl noted that neither have district emails. Mr. Wagner stated that he originally did call and ask them both if they would be interested and they both said yes then that agenda was cancelled and he was told that the board wanted the positions advertised. Mr. Wagner stated that the wants to bring Jerry and Kellen back this year and he wants to see the program get better. Mr. Wagner will bring both Kellen Hall and Jerry Racine back for approval to hire with the understanding that they will follow the board approved pay scale. Joe Bremner stated that he hopes the board starts respecting Jerry Racine, he is disrespected by the AD the board...Mr. Gallup told Joe Bremner that his comment period is ended. Joe Bremner asked that the board vote these people down when hiring again. At board members request, Mr. Gallup scheduled a special board meeting be scheduled for Tuesday, June 5 at noon to hire Jerry Racine and Kellen Hall. No further discussion. Motion

passed 5-0 with Brian Gallup, James Evans, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteMan voted in favor.

Motion by Ms. Yellow Owl to approve contract service agreements for the following pending successful background checks: Jim Vaile, Ee Kii Kah Maht Summer Weightlifting Program 2017-2018 (\$3,990.00); Leo Bullchild, Ee Kii Kah Maht Weightlifting Program 2017-2018 (\$4,788.00) and Melanie Magee, Ee Kii Kah Maht Weightlifting Program 2017-2018 (\$2,688.00). Second by Mr. Evans. *Public participation/Board discussion:* Ms. TallWhiteMan asked why Melanie Magee has a different wage amount and asked if she is a supervisor. Mr. Wagner stated that they are wanting to make the program better for all kids and Ms. Magee will focus on weightlifting for girls because there is a different criteria for young ladies to work out. Ms. TallWhiteMan stated that the two individuals being hired on Tuesday should have higher wages too. Ms. Bird stated that they will be paid from the board approved temporary compensation schedule. No further discussion. Motion passed 5-0 with Brian Gallup, James Evans, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteMan voted in favor.

In State Travel: Motion by Ms. Yellow Owl to approve in state travel for Board of Trustees, Corrina Guardipee-Hall, Spring Leadership Workshop (\$424.37 ea). Second by Mr. Evans. No public Participation. No board discussion. Motion passed 5-0 with Brian Gallup, James Evans, Kristy Bullshoe, Donna Yellow Owl, Rae TallWhiteMan voted in favor.

Superintendent Hall reminded everyone that there is a training with MTSBA on June 11, 2018 from 4-8 pm with Debra Silk.

Motion by Ms. YellowOwl to adjourn at 5:55 p.m. Second by Ms. Bullshoe. Motion carried.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Brian Gallup, Board Chairperson

_____ Stacy Edwards, District Clerk