

**Regular Board Minutes (Draft)**  
Wednesday, March 28, 2018 @ 5:00 p.m.  
Administration Conference Room

**Present:** Wendy Bremner-Chair, Brian Gallup, James Running Fisher, James Evans, Kristy Bullshoe, Jess Edwards, Steve Conway (via Telephone). Absent: Velden Calica.

Ms. Bremner reconvened the meeting at 5:00 p.m.

**Approval of Minutes:** Motion by Me. Evans to approve the Regular Board Minutes of 3/13/18 with no changes. Second by Ms. Bullshoe. Board discussion: Mr. Edwards stated that he did not like his name being brought up while he was not in attendance at the meeting. No further discussion. Motion passed with Ms. Bremner, Mr. Conway, Mr. Gallup, Mr. Running Fisher, Mr. Evans, Mr. Edwards, Ms. Bullshoe in favor.

**Approval of Agenda:** Motion by Mr. Evans to approve the agenda with no changes. Second by Ms. Bullshoe. Motion passed with Ms. Bremner, Mr. Conway, Mr. Gallup, Mr. Running Fisher, Mr. Evans, Mr. Edwards, Ms. Bullshoe in favor.

**Public Comment:** Art DeRoche talked to the board about Blackfeet History and Cultural Stories of all Agencies. Mr. DeRoche handed out information on a Reservation wide cultural tours. Mr. DeRoche was asked to meet with the Superintendent to discuss the issue.

**ITEMS OF INFORMATION**

**Building Reports:** Ms. Bremner thanked the Academy staff and students for their presentations on trauma informed, student centered information and their resiliency. Reid Reagan reported on the boiler at VC that is down. Mr. Reagan had Wadsworth plumbing replace a section with a hole and now has another section needing replacement. He contacted 3 companies, 2 replied; combustion services and Wadsworth plumbing. Mr. Reagan has received references that recommend Combustion Services \$11,000.00. Although Wadsworth quote is only \$6,000.00 Mr. Reagan recommends Combustion Service because they specialize in boilers. This item will be on the 4/3/18 at 12:00 p.m. special board meeting.

**Superintendent's Report**

**District Health Plan:** Sara Bunton reviewed pre-renewal information for the district's health plan and projected budget and ideas on cost containment issues. Ms. Bunton suggested a 4-tiered structure for 2018-2019. Blue Cross/Blue Shield reviews and pays the claims with BPS dollars. BPS is self-funded for stop loss claims at \$80,000 per person. 2018-2019 is looking at a single digit increase. Ms. Bunton asked board to consider removing Medicare eligible group coverage to a group policy which is fully insured and BPS does not pay for the claims. Jeri Matt asked if you have to be retired and Medicare eligible to be moved to group sponsored plan. Ms. Bunton will conduct analysis and make final recommendation. Hartford rates are more competitive and there will be a savings in premium for retirees and improvement in benefits. Ms. Bunton asked the board to consider this policy for Medicare eligible retirees. The district overall plan has rich benefits and low deductible. The board was asked to amend the pharmacy plan to a 3-tiered structure (current structure is tier 2). Ms. Bunton is doing analysis on claims cost and will be on the April 25 board agenda to request final approval. The board was asked to remove the double coverage benefit which is for employee and spouse. Currently BPS has 3-claimants that exceed the individual stop loss limit of \$95,000.0. Ms. Bunton recommended to amend the open enrollment period to May, which changes effective July annually and open enrollment changes would coincide with planned year renewal as well as administrative/stop loss renewal and any changes to the budget and also recommends changing flex plan year to July through June to match; this change will help payroll department. Changes will be available for in-service in August and will be available in July.

**Superintendent Update:** Superintendent Hall reviewed school cancellations and weather issues and thanked staff for the work they did to help get through this. BPS is partnering with BCC on 2+2 program with 7 individuals working for district now. This program will be presented to legislature on Thursday; there is potential of 12

student teachers for next year. Met with teen pregnancy coalition and we have 20 pregnant teens. BPS is partnering with coalition and tribe and will receive free training for staff with a curriculum for Napi and up. Curriculum will be presented to board. Superintendent Hall stated that prom was amazing and thanked all that helped put everything together. Mr. Salois stated that this is the first year with no discipline issues at prom. Tony Wagner stated there were 80 + kids attending after prom activities.

**NAFIS Spring Conference Report:** Mr. Evans reported good news on IA; Testers crew is on board. Mr. Gallup stated they passed \$20 million increase for IA. There is still a voucher issue, with a bill introduced on military side of IA and there is no military we are all the same money. There are Congressman trying to voucher Indian side of IA but Montana delegation against it. Gianforte/Tester said against vouchers. There will be pay out at 85% but they will pay the difference to 98%. Mr. Gallup will be attending FRO. There were no schools in Montana awarded competitive grants. Board members thanked Mr. Gallup for his work with Nafis.

**Resignations:** The following resignations were accepted by Superintendent Hall: Starla Cassidy, Boys Basketball Coach, Babb Elementary, Effective 3-6-2018; Starla Cassidy, Girls Basketball Coach, Babb Elementary, Effective 3-6-2018; Zoe Johnson, Substitute Teacher, Effective 3-07-2018; Dewey Skunkcap, Bus Driver, Transportation, Effective 3-30-2018; Kimberly Loring, Personal Care Attendant, Effective 4-12-2018; Cheryl Rah Lock, Speech Language Pathologist, Effective 6-2-2018 and Leigh Atwell, Elementary Teacher-Napi, Effective 6-2-2018. No discussion.

#### **ITEMS OF ACTION**

**Hiring:** Motion by Mr. Evans to table hiring Michael Tatsey, Assistant Principal-KW Vina 2017-2018 (\$23,696.00) for lack of a quorum. Second by Mr. Running Fisher. No public participation. No board discussion. Motion passed 7-0 with Ms. Bremner, Mr. Conway, Mr. Gallup, Mr. Running Fisher, Mr. Evans, Mr. Edwards, Ms. Bullshoe in favor.

Motion by Mr. Evans to approve the following hiring pending successful background check/drug test: Julia Thomas, Assistant Cook, KW Vina; Monica Kipling, Part-Time Child Care Aide I, Child Care Program; Melody Small, BMS Track Coach 2017-2018 (\$894.00); Ross DeRoche, BMS Track Coach 2017-2018 (\$877.00); Ansel Traynor, Middle School Softball Coaches 2017-2018 (\$860.00); Elizabeth Coleman, Middle School Softball Coaches 2017-2018 (\$860.00); Jon Riordan, Middle School Softball Coach 2017-2018 (\$860.00). Second by Mr. Conway. No public participation. No board discussion. Motion passed with Ms. Bremner, Mr. Conway, Mr. Gallup, Mr. Running Fisher, Mr. Evans, Mr. Edwards, Ms. Bullshoe in favor.

Motion by Mr. Evans to approve the following Elementary Certified Staff Renewals 2018-2019: Adams, Megan (non-tenured 2017-2018); Armstrong, Anna (non-tenured); Armstrong, Everett (non-tenured); Armstrong, Patrick (non-tenured), Andreas, Jason (non-tenured); Augare-Fenner, Jennifer; Beckett, Jeffrey; Belcourt, Mary; Berthelson, Brandon (non-tenured); Bird, Dana (non-tenured); Bird Sunni (non-tenured); Black, Egan (non-tenured); Bryant, Carson (non-tenured); Bremner, Brandy; Bremner, Robert; Brewster, Benjamin (non-tenured); Brock, Betty (non-tenured); Burns, Lona; Burd, Marci (non-tenured); Bullshoe, Lynell (non-tenured); Coleman, Elizabeth; Campbel, Sandi; Croff, Raymond; Davis Kennedy, Elisha; Dauphinais, Cheri; DesRosier, Kim; Devine, Lorinda; Edward, Chase (non-tenured); Edward, Jessi; Evans, Andrea; Gilham, Erin; Gilroy, Dawn (non-tenured); Goss, Jodie; Grady, Sheila; Gray, Audrey (non-tenured); Grant, Carol; Grant, Samantha; Ground, Elsie; Berbase, Beverly (non-tenured); Giebel, Louise (non-tenured); Guardipee, Victoria; Gunn, Robert (non-tenured); Hall, Sheila; Hannon, Heidi (tenure 2018-2019); Hansen, Christine (tenure 2018-2019); Harwood-Johnson, Sadi; Harrell, Michelle; Hayes, Julie; HeavyRunner, Jennifer (non-tenured); HeavyRunner, Tommy (non-tenured); Henderson, Cody (tenure 2018-2019); Henderson, Gaylene; Henderson, Melissa (tenure 2018-2019); Hoyt, Gail; Huebsch, William (non-tenured); Jeckell, Kayla (non-tenured); Jimenez, April; Juneau, Melinda; Kelly, David (non-tenured); Kramer, Brenda; Lang, Calvin (non-tenured); LaPlante, Lori; Light, Nancy; LittlePlume, Racquel (non-tenured); Lyons, Laura (non-tenured); Lunak-Champ, Jimi; Madplume, Victor; Magee-Cobell, Dawn (tenure 2018-2019); Matt, June; McDonald, Katie; McClellan, Victoria (non-tenured); Molenda, Amy; Momberg, Shawnee (non-tenured); Momberg, Tracy; Monroe, Laura; Nevarez, Chase (non-tenured); Powell, Jo A; Rappold, Rebecca (non-tenured); Ricci, David (non-tenured); Rivas, Rodolfo; Running Fisher, Amy (non-tenured);

Rutherford, Sheila; Sabo, Jody; Sanderville, Vivian; Sangray, Andrea (non-tenured); Sharp, Kelley; Shea, Ruth; Show, Cherie (non-tenured); Shooter, Brittney (non-tenured); Show, Cindy; Sinclair Boggs, Violet; Skunkcap, Darcy; Sloss, Juanita; Steiner, Tana; Stock, Sherri; Stone, Nathan (non-tenured); Stoves, Carina (non-tenured); Swenson, Matthew (non-tenured); Switzer, Marsha (non-tenured); Tailfeathers, Willamina; Traynor, Ansel (non-tenured); Tucker, Candace (non-tenured); Tucker, Ron; Wagner, Edith; Weatherwax, Theodora; Westwolf, Arthur; Whiteman, Amanda; Whitney, Nicole; Wilcox, Sandy Jo; Wilson Bragg, Genevieve; Wippert, Arlene; Worthy, Melinda (non-tenured); Ziegler, Callie (tenure 2018-2019); Zieglar, Nathan (non-tenured); Zuback, Carolyn. Second by Mr. Running Fisher. No public participation. No board discussion. Motion passed with one dissenting vote for Victoria McClellan by Wendy Bremner and abstained votes for Brandy Bremner, Robert Bremner, Lona Burns and June Matt by Wendy Bremner. Mr. Conway, Mr. Gallup, Mr. Running Fisher, Mr. Evans, Mr. Edwards, Ms. Bullshoe voted in favor of all elementary certified staff.

Motion by Mr. Gallup to approve the following Secondary Certified Staff Renewals 2018-2019: Allen, Raisa; Andreas, Amy; Atchison, Troy; Bearchild, Robin; Bird, Leo; Bremner, Robert; Broere, Kathy; Bullchild, Leo; Bullshoe, Virgil; Castle, Glenn; Crawford, Ginny; Eaglefeathers, Glenda; Grandstaff, JoAnne; Guardipee, Francis; Guardipee, Janet; Hall Reagan, Tammy; Hannon, Julia; Harrel, Brian; Johnston, Brenda; Klauk, Greg; Kapp, Barbara; Matt, June; Meineke, Susan; Miller, Robert; Parente, John; Salisbury, Karen; Sinclair-Boggs, Violet; Small, Melody; Speicher, Charles; Stone, Mary; Steele, Ben; Skunkcap, Katherine; Tailfeathers, Cheryl; Tailfeathers, Elizabeth (tenured 2018-2019); Tucker, Sharon; Whitegrass Trombley, Carla; Vaile, Jim; Zentzis, Roger; DeRoche, Ross (non-tenured); Garces, Gustavo (non-tenured); Hagberg, Richard (non-tenured); Herbeck, Journey (non-tenured); Krane, Jason (non-tenured); High, Debra (non-tenured); Miller, Travis (non-tenured); Miller Quintin (non-tenured); Muragin, Lucy (non-tenured); Parrent, Jack (non-tenured); Rink, Nicholes (non-tenured); Zentz, Raymond (non-tenured). Second by Mr. Evans. No public participation. No board discussion. Motion passed 7-0 with Wendy Bremner, Mr. Conway, Mr. Gallup, Mr. Running Fisher, Mr. Evans, Mr. Edwards, Ms. Bullshoe voting in favor.

Motion by Mr. Evans to approve hiring Shane Heavy Runner, Warehouse Supply Clerk/Food Services and Daniel Parrent, Federal Grants/Compliance Officer 2017-2018 (\$45,000.00) pending successful background check/drug test. Second by Mr. Edwards. *Discussion:* Mr Conway questioned Daniel Parrent being hired for the grant writing position and stated that he doesn't have a BA. Superintendent Hall stated that the position does not call for a bachelors, it calls for AA or 5 years-experience. Daniel Parrent has an AA in Business Management and is currently working on a pre-engineering degree. Superintendent Hall handed out a list owith Mr. Parrent's experience. Mr. Conway stated that the board had a policy in the past where scores went by education. Superintendent Hall stated that the candidates were awarded points for education in the screening but this position only asked for an AA or 5 years-experience. The interview committee for this position was Stacy Edwards, Corrina Hall, and Jeri Matt. Ms. Bremner stated that the policy has always been to hire the most qualified candidate and she felt that there has been some hiring that put the BPS hiring policy into question. Mr. Evans stated that there is no ranking listed. It was noted that the candidates are listed alphabetically and the ranking is never listed. Lockley Bremner stated that he is there to speak on his cousin Dana Bremner's behalf and stated that she has a bachelor's degree and has written federal grants and she is being passed over by someone with an AA degree. Mr. Bremner felt that it is a sham and the board has stopped this stuff before. Mr. Bremner stated he hopes the board will do the right thing in fairness of the qualified applicants. Mr. Bremner stated that the hiring practices should be fairer and they should not be about how a person will get along with someone; the boards job is to keep staff fair. Mr. Bremner also stated that the school has a staff of teacher assistants and secretaries with AA degrees that would like to make \$45,000 and some teachers make less than \$45,000. Mr. Bremner stated that this has nothing to do with Mr. Parrent, he doesn't know him, but he does know Dana Bremner. Stacy Edwards stated that she takes offense to Mr. Bremner's comments ad noted that the position does not call for a bachelor's degree or a PHD. Ms. Edwards stated that you could have a PHD and apply for something with no degree and still not get hired. Ms. Edwards stated that she does not like to be told she is cheating or not fair and stated that this is very upsetting. Ms. Edwards stated that she will not sit on an interview committee again. Superintendent Hall stated that the procedure was very legitimate and very fair. Mr. Running Fisher stated that he knows Stacy, Corrina and Jercy are good honest people but stated that he doesn't like the BPS hiring practice and also stated that no one in the office should be doing the hiring. His preference is to see someone in the district hired. Ms. Bullshoe agreed

and stated that putting staff in these positions is not right; there are better practices for finding other people outside of staff to do the interviews. Superintendent Hall stated that it is important to pick the highest scoring person in the interview. Mr. Gallup agreed and stated that sometimes there are discrepancies even with board members on the hiring committees. Sometimes there have been people not relevant to the job on the interview committees. Mr. Gallup stated that the hiring practices need to be above board and felt that the board needs to find a way to clean things up. Mr. Edwards stated that he wants to see the hiring process go through Emorie Bird in HR and also felt that the superintendent should have no part in the process until after they are hired because it causes conflict. Emorie Davis stated that some policies are outdated; it is hard to find a degree program in any Montana institutions in grant writing and you have to have technical capabilities. Ms. Bird felt that the AA degree was too low for a grant writer which is a highly skilled technical person and explained to the board that she was not involved in the process for this position because Sherie Blue was the highest qualified candidate, although she declined the position. Ms. Bird noted that the minimum requirements for the position called for an AA degree which Ms. Blue has and she also met the preferred requirements for 5 years-experience or more. Ms. Bird stated that she did ask the question about the degree because of the individual who had a PHD and grant writing experience as well. Ms. Bird stated that the process needs to be revamped and looked at. Ms. Bremner asked for proposals where the board will feel it is handled fair and proper and it appears to the public that there is no influence in hiring. Ms. Bird stated that she can do this. Jeri Matt stated that she did not care to be on interviews but she did agree to do this interview because this position reports to directly her and involves maintaining and managing grants to keep in compliance. Ms. Matt felt that the process was by the book and clean cut, and the scores were close. Mr. Parrent is the second recommendation because the first person declined. Jack Parrent stated that he served on a selection committee with 12 applicants and stated that the process is very fair and that he was impressed with it. The selection committee cannot serve on the interview committee. Mr. Parrent stated that Dana Bremner is an awesome teacher. Mr. Parrent stated that he does not like to hear when degrees are put down. Daniel Parrent has 3 degrees and has been successful at other jobs and was always promoted. During the process Mr. Parrent stated that you have to look at everything including calling references. Mr. Parrent felt that all candidates are qualified and the committee did good job. Lynne Keenan stated that it is hard position to be on the committees, to score and interview and rate. Everyone works hard at it. Ms. Keenan stated that they need to look at the questions because they are outdated and do not pertain to the positions. Ms. Bremner encouraged all to work with Emorie Bird to make this a better process. Daniel Parrent stated that he looked at this as professional development. He will finish his degree in business administration in the fall and is currently working with a grant that deals with personal finance. Daniel Parrent thanked all for being here. Ms. Bremner called for a vote. Motion failed 4-3 with Ms. Bremner, Mr. Conway, Mr. Running Fisher, Ms. Bullshoe voting opposed and Mr. Gallup, Mr. Edwards, Mr. Evans voting in favor.

**Contract Service Agreements:** Motion by Mr. Evans to approve SpectrUMScience Exhibit, Hands-on Science Stations For Students (\$2,300.00). Second by Mr. Running Fisher. No public participation. No board discussion. Motion passed 7-0 with Ms. Bremner, Mr. Conway, Mr. Running Fisher, Ms. Bullshoe, Mr. Gallup, Mr. Edwards, Mr. Evans voting in favor.

**Out of State Travel:** None.

**In State Travel:** Motion by Mr. Evans to approve in state travel for Dennis Juneau, State GEAR UP Spring Planning Meeting in Helena, MT (\$49.00). Second by Mr. Conway. No public participation. No board discussion. Motion passed 7-0 with Ms. Bremner, Mr. Conway, Mr. Running Fisher, Ms. Bullshoe, Mr. Gallup, Mr. Edwards, Mr. Evans voting in favor.

Motion by Mr. Conway to approve in state travel for John Salois, State GEAR UP Spring Planning Meeting in Helena, MT (\$49.00) and Matthew Johnson, Billie Jo Juneau, Angela Heavy Runner, Collaborative Approaches to Suicide Workshop in Missoula MT (\$746.18). Second by Mr. Gallup. No public participation. No board discussion. Motion passed 7-0 with Ms. Bremner, Mr. Conway, Mr. Running Fisher, Ms. Bullshoe, Mr. Gallup, Mr. Edwards, Mr. Evans voting in favor.

**Approvals:** Motion by Mr. Evans to approve Early Admittance to Kindergarten 2017-2018 School Year. Second by Mr. Conway. No public participation. No board discussion. Motion passed 7-0 with Ms. Bremner, Mr. Conway, Mr. Running Fisher, Ms. Bullshoe voting opposed, Mr. Gallup, Mr. Edwards, Mr. Evans voting in favor.

Motion by Mr. Evans to approve Create Elementary Teacher Position, Blackfeet Immersion, Language Instructor. Second by Mr. Conway. No public participation. No board discussion. Motion passed 7-0 with Ms. Bremner, Mr. Conway, Mr. Running Fisher, Ms. Bullshoe, Mr. Gallup, Mr. Edwards, Mr. Evans voting in favor.

Motion by Mr. Gallup to approve Extended Teacher Contract-DeeAnn Kipp (\$550.00). Second by Ms. Bullshoe. No board discussion. Motion passed 7-0 with Ms. Bremner, Mr. Conway, Mr. Running Fisher, Ms. Bullshoe, Mr. Gallup, Mr. Edwards, Mr. Evans voting in favor.

Motion by Mr. Evans to approve Substitute Eligibility Roster 2017-2018. Second by Ms. Bullshoe. No public participation. No board discussion. Motion passed 7-0 with Ms. Bremner, Mr. Conway, Mr. Running Fisher, Ms. Bullshoe, Mr. Gallup, Mr. Edwards, Mr. Evans voting in favor.

Motion by Mr. Evans to Create Two (2) Positions - Head Cook & Assistant Cook for Montana Child and Adult Care Food Program. Second by Ms. Bullshoe. No public participation. *Board discussion:* Lynne Keenan explained that this program is paid by CACFP and will help serve kids supper and get reimbursement throughout the school year and any time there is no school. Motion passed 7-0 with Ms. Bremner, Mr. Conway, Mr. Running Fisher, Ms. Bullshoe, Mr. Gallup, Mr. Edwards, Mr. Evans voting in favor.

Motion by Mr. Evans to approve the following items: Academic Calendar 2018-2019; 2018-2019 Altacare of Montana School Community Treatment; Accept Quote: Billman's to Install New Carpet-Administration Building (\$17,230.00); Purchases Over \$10,000.00; District Claims Check #417497 - #417613 (\$297,687.97); Student Activities Report Check #703275 - #703285 (\$8,059.85) and Additional Pays/Payroll check #128344 - #128656. Second by Mr. Edwards. No public participation. *Board discussion:* Mr. Evans asked about the Billman's quote for carpet tiles and why this request did not go through the facilities committee first. Superintendent Hall stated that during Christmas break they shampooed the carpet in the administration building and the carpet still looked very bad and felt that the administration should look nice. Mr. Gallup stated that this request is no different than any other facility request and felt that if money is spent on facilities it should always go to the Facilities Committee first. Superintendent Hall stated that she will bring this type of issue to the facilities committee in the future. Motion passed with Ms. Bremner, Mr. Conway, Mr. Running Fisher, Ms. Bullshoe, Mr. Gallup, Mr. Edwards in favor of all items and Mr. Evans voting opposed to Billman's to Install New Carpet. Mr. Evans stated that he would have voted for wood flooring in the administration building because it is easier to keep clean.

**Personnel:** Motion by Mr. Gallup to non-renew Wilma Madplume for elementary certified teacher 2018-2019 in accordance with 20-4-206 MCA. Second by Mr. Edwards. No public participation. No board discussion. Motion failed 4-3 with Ms. Bremner, Mr. Running Fisher, Ms. Bullshoe, Mr. Edwards voting opposed and Mr. Gallup, Mr. Conway, Mr. Evans voting in favor.

Respectfully submitted:

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

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

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