

Regular Board Minutes (Draft)
Tuesday, January 10, 2017 @ 5:00 p.m.
Administration Conference Room

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

Ms. Bremner called the meeting to order at 5:00 p.m.

Approval of Minutes: Motion by Mr. Evans to approve the Regular Board Minutes of 12/13/17 with no changes. Second by Ms. Bullshoe. All in favor/Motion carried.

Approval of Agenda: Motion by Mr. Conway to approve the agenda with not changes. Second by Mr. Evans. All in favor/Motion carried.

Public Comment: None.

Staff Recognition: John Salois recognized Leonard Guardipee and Lorrie Tatsey. Both were commended for going above and beyond helping students get an education. Mr. Guardipee stepped in as Science Teacher and Ms. Tatsey as the Vo-Ag Teacher.

Mr. Rouse recognized Lynne Keenan on behalf of the U.S. Dept. of Agriculture (USDA) and Food Nutrition Service (FNS). Ms. Keenan was commended for supporting the 2016 Summer Meals Program in Montana and for her commitment and dedication to ensure that children in Browning have access to a healthy meal during the summer.

ITEMS OF INFORMATION

Building Reports: Ms. Bremner acknowledged the following reports: K.W. Bergan/Vina Chattin-Tonia Tatsey; Browning Elementary School-Jennifer Wagner; Napi Elementary-Sicily Bird; Browning Middle School-Julie Hayes; Browning High School-John Salois; Babb Elementary- Billie Jo Juneau; Big Sky/Glendale Colony-Billie Jo Juneau; Alternative Schools-Matthew Johnson; Special Education-Jill Mattingly; Student Activities-Tony Wagner; Parent/Community Outreach Program-Carrie Hirst; NAS/MBI/Olweus-Billie Jo Juneau and The Good Medicine Program-Kim Tatsey. *Discussion:* Carrie Hirsts was thanked by the board for reaching out to a family for housing placement and elementary schools were commended for the testing information in their reports and also for their commitment to the children. Ms. Croff requested test data from the Babb School. Mr. Conway asked about star math and immersion intervention test scores being low and noted that through the years the scores have not changed although the district has tried many new programs through the years to bring scores up. Toni Tatsey stated that the school is focusing on math this year and TA's will be tutoring and teachers and TA's will be given more professional development. Jercy Matt stated that they have changed the facilitators to instructional coaches working on strategy, PD focus in the fall with math k-8 certified teachers. Mr. Conway stated that the district had Star Math las year the percentages haven't changed in either math or reading and felt that these should not be the accepted norm. Jennifer LaFromboise felt that the schools need to celebrate things more; they need to talk to kids about what they are learning and doing, and explain more to the kids so they understand it. The schools are tracking data for envision math, star math and SBAC. Mr. Conway asked to see a comparison of data 4-5 years back. Ms. Bremner asked for data on bullying; timelines showing improvements and if no improvement, then BPS needs to do something different. Ms. Bremner felt that there must be quantitative and qualitative research and suggested asking teachers if they feel things are improving. Ms. Matt stated that they are doing self-assessments in each building and there is data over 5 years. Ms. Matt will put together SBAC, Montcas, and literacy data for the board. There are interim tests students take so that they will know what they will have on a test. Toni Tatsey stated that KW/VC is going out and educating parents in their homes, going through math strategies, offering books, and building relationships. Corrina Hall stated that BPS is top school in the state but the numbers may not show the hard work staff does and the in-depth quality work. Board members were invited to visit classrooms to see what is going on. Billie Jo Juneau stated that establishing culture and climate, and trauma informed and MBI are very important to intertwine more to see higher scores. Ms. Matt felt that BPS needs to do a better job

explaining to applicants the issues in our area such as no housing, and weather; there needs to be more accountability for this. Teachers come here, they haven't been informed properly and they are overwhelmed, they burn out and many new teachers leave and that hinders BPS; our principals are struggling for lack of staff and not getting good applicants. Jill Mattingly was thanked for providing a flow chart for student referrals to special services. No further discussion.

Superintendent's Report

Blackfeet Family Court: Sam Juneau from Blackfeet Family court stated that he upholds laws which are in conflict with Browning Schools attendance policy. Mr. Juneau stated that before he sends anyone to jail, he will find the reason why a student is not attending school, find what the school has done to keep the student in school, and offer solutions to solve problems. Mr. Juneau states that he has been told by many kids that they are bullied at the high school and the middle school, i. e. thrown against lockers, cyberbullied, beat up by more than one kid, etc. Mr. Juneau recommended that the school hire a Resource Officer, and felt that kids should not be pushed through to the next grade with their peers if they are not learning, hire qualified tutors, form a bond between parent and school; parents fear retaliation against their child in school. Mr. Juneau stated that he will be giving this same report to law and order committee and wants the school on the agenda. Mr. Juneau stated that kids are being bullied every day in BPS, and they are being sent to court because attendance matters, but they do not feel safe in school. Mr. Juneau asked the school board to not renew the Superintendent's contract because of bullying. Ms. Bremner suggested partnering with the court and other agencies in the community against bullying. Toni Tatsey stated that her and Corrina Hall met with Mr. Juneau and asked him to include them in the parent/student meetings in order to open up the lines of communication and noted that when they meet at the homes the family does not bring up bullying. Mr. Juneau stated that he holds an informal meeting with the family, goes to truancy court first to deal with truancy issues, then to the schools but parents don't feel welcome in the schools. Lynne Keenan stated that the kids deals with so much drugs, alcohol, and trauma and they don't want to go to school because of all of this and kids are loyal to their parents and they won't say anything. Ms. Bremner felt that everyone can contribute more to eliminate the problems and everyone should come to the table and if a case is in the court, the school should be involved. Jessica Racine stated that at Napi, they are implementing steps to collect data and names (who-where-why) and if one students name keeps popping up, that student is brought to the counselor to do intervention for social skills, self-control, PAX games. The data will be used to find out what is going on. The parent and the student are brought in to the school to work on a behavior plan. The data will be used to help the students, it is not just collecting and sitting there; interventions are happening at Napi and kids are talking about the issues. Students that are reporting will also receive feedback on social skills. Mr. Juneau stated that once the bully is identified, the school needs to find out if they like killing or hurting animals, if they are bed wetters, or if they like starting fires because they usually become sociopaths. Mr. Conway stated that in the past, the school has hired Resource Officers and funded them through grants and provided them training then the tribe takes them and uses them for law and order. Mr. Juneau suggested putting them under family court. Mr. Conway stated that Mr. Juneau is the first person from the court that has come forward to work with the school besides one law enforcement person. Mr. Juneau asked the board to attend the law and order committee meetings and to go to the student homes more than once before turning them into court and also suggested asking themselves what the school can do to get the child to school. Corrina Hall stated that not one student has said they were being bullied K-1 and there are some kids that have not been to school at all this year because their parents don't want them to go or they won't get up to take them to school; personal cell phone numbers have been given to parents to call. Billie Jo Juneau felt that the schools need to work more on culture and climate and making parents feel welcome. Mr. Running Fisher stated that the bullying will never stop but the court needs to follow up with the schools and let them know when a student is in court. Mr. Calica stated that in his job, he can count on one hand the number of parents that talk about bullying in the schools; kids come from homes where the parents are reactive and there is no guidance in the home. Mr. Juneau felt that the school should provide more activities during the holidays. Mr. Rouse stated that the school will work with the court, the law and order, and the tribe.

Superintendent Update: Mr. Rouse reviewed the instructional focus of the district which is key; Teachscape will be used for the delivery of instruction in the classroom. Travel to SRI/Title I in Helena in February. Staffing concerns continue to find and recruit substitute custodians, and scheduling and supervision of night security workers; option 3 for the organizational structure is in the packet with curriculum and instruction which should be a main focus of the school district. The Assistant Superintendent needs to have a strong background in curriculum

and instruction which is required through accreditation. The Curriculum Director position has the required accreditation to be rolled into the Assistant Superintendent position. Mr. Rouse reviewed what human resource, and curriculum and instruction will be responsible for.

Review Policy #2121R Line of Authority: Mr. Rouse reviewed option 3 - line of authority and noted that Browning Schools is required to have a curriculum director but that person must have a class 3 administrative license, which is the same as a superintendent license. Ms. Bremner stated that Mr. Rouse had mentioned before that there was problem with the person in that position not being able to get a class 3 license because he was never a teacher and asked what the benefit is of creating the Assistant Superintendent position again. Ms. Bremner felt that management would be top heavy and wanted more positions on the same level and also there would be more money to spend if this position is not necessary. Mr. Rouse stated that Jercy Matt is already doing this job and it is not necessary to add this position. Mr. Calica felt that with curriculum, there would be a lot of added duties. Mr. Running Fisher felt that things were working in the past and should not add this position; there are other positions added, i.e. Director of Facilities and Operations, etc. Ms. Bremner suggested discussing this position later and asked if administrators if they have enough administrators or Home School Coordinators. Mr. Salois stated that he needs another administrator at BHS due to student numbers growing and a lot of issues such as alcohol and drugs. Ms. Hayes stated that another home school coordinator at middle school because the high school uses there person a lot and there are more kids then they have ever had at BMS. Ms. Hayes thanked the Good Medicine Program for providing the middle school students with good counseling for bullying, social issues and advocating for self. Ms. Bird felt that the Napi needs a home school coordinator. Mr. Johnson was fine with the people at the Academy and stated that a solution could be to use the bus drivers, when they are not driving, to make home transports which would lighten the load for the home school coordinators. Ms. Wagner felt that the Browning Elementary could use a home school coordinator to assist with home visits and transportation. Ms. Tatsey stated that she feels they need an assistant secretary because there is too much activity with so many kids and not enough manpower in the offices. This person would work parttime in KW and VC. Mr. Wagner recommended more security at the high school. Mr. Salois stated that they will need to work on the freshman academy which will eliminate these issues with security. Mr. Rouse noted that the Good Medicine is a grant that will be running out and facility needs need to be addressed; there will need to be a priority list and attending the Nafis Spring conference is important because of sequestration.

Resignations: Superintendent Rouse accepted the following resignations: Keziah Talks About, Custodian-Browning Elementary, Effective 12/12/16 and Malcolm Hagberg, Custodial-Security Supervisor, Effective 12/12/16. No discussion.

ITEMS OF ACTION

Hiring: Motion by Mr. Evans to approve the following hiring pending successful background check/drug test: Michelle Harrel, 4-5Grade Volleyball Coach-Napi 2016-2017 (\$430.00); Calvin Lang, 4-5 Grade Volleyball Coach-Napi 2016-2017 (\$430.00); Wendy MadPlume, 4-5 Grade Volleyball Coach, Napi 2016-2017 (\$430.00); Jennifer Reed, Volleyball Coach-Babb 2016-2017 (\$430.00); Ansel Traynor, 6 Grade Volleyball Coach-Napi 2016-2017 (\$430.00); Chelsey Whiteman, Volleyball Coach-BMS 2016-2017 (\$860.00); Korrina Kennedy, Personal Care Attendant-KW Bergan; Sherman RedTomahawk, Teacher Assistant, KW Bergan-Vina Chattin; Shantell BirdRattler, Personal Care Attendant-Vina Chattin; Ygnatio Steve LaForge, Personal Care Attendant-Napi Elementary; Ryan Holder, Science Teacher-BMS 2016-2017 (\$18,532.00 pro-rated). Second by Ms. Croff. No public participation. No board discussion. All in favor/Motion carried.

Motion by Ms. Croff to approve hiring James Manley, Science Teacher-BHS 2016-2017 (\$24,751.00 pro-rated) pending successful background check/drug test. Second by Ms. Bullshoe. No public participation. No board discussion. All in favor/Motion carried.

Motion by Ms. Croff to approve hiring Eldon James Salois, Bus Driver-Transportation and Glenn Hall, Custodial & Security Manager, Administration, (\$21,231.00 pro-rated). Second by Mr. Evans. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve out of state travel for Julie Hayes, Ron Tucker and Sunnie Bird, The Apple ConnectEd Leadership Academy in Dallas, Texas (\$315.89 ea.). Second by Ms. Croff. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve in state travel for Julie Hayes, Tonia Tatsey, Jennifer Wagner, Sicily Bird, Title I Training in Helena, MT (\$386.02 ea). Second by Ms. Croff. No public participation. No board discussion. All in favor/Motion carried.

Motion by Ms. Croff to approve in state travel for John Salois, Title I Training in Helena, MT (\$386.02 ea). Second by Mr. Evans. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve in state travel for John Rouse, Jeri Matt, Title I Training in Helena, MT (\$386.02 ea) and Jill Mattingly-2017 MCEC Conference on Diverse Disabilities in Missoula, MT (\$944.28). Second by Ms. Croff. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve the following items: East Glacier Field Trip-Bus Agreement; Create 2-BMS Volleyball Positions (\$1,032.00); Create Custodian Position-BHS (\$44,951.00); 2016-2017 Substitute Eligibility List; Final Reading #5336 Overtime - Classified Employees; New Policy-Final Reading/Flexibility Policies: #4401 Adult Education, #5009 Flexible Instructor Licensing, #7005 Proficiency-Based ANB, #7006 Transfers for School Safety, #7007 Multidistrict Agreement, #7007F Model Multidistrict Resolution, #7011 Cooperative Purchasing, #7012 Non-Voted Levy for Excess IDEA Costs and #8205 Meal Charges; Testing With Integrity-Mandatory Pre-participation Student Drug Testing Agreement; Purchases Over \$5,000; District Claims check #413764 - #413981 (\$912,414.13); Student Activity Claims Check #702572 - #702627 (\$19,575.49); Additional Pays-Payroll check #124962 - #. Second by Ms. Croff. No public participation. No board discussion. All in favor/Motion carried.

Recess at 6:45 p.m.
Reconvene at 7:05 p.m.

Personnel-Termination Hearing: Ms. Bremner stated that the hearing is subject to the provisions of the Montana Open Meeting Law under Section 2-3-103 and Browning School Policy and noted at 7:06 p.m. that due to merits of public disclosure and the absence of George Roach, the hearing and deliberations of the board would be held in a closed session.

Hearing convened to open session at 7:11 p.m.

Motion by Mr. Evans to accept recommendation for termination from Superintendent Rouse. Second by Ms. Croff. All in favor/Motion carried.

Motion by Ms. Croff to adjourn at 7:14 p.m. Second by Mr. Running Fisher. Motion carried.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Wendy Bremner, Board Chairperson

_____ Stacy Edwards, District Clerk