

Regular Board Minutes (Draft)
Wednesday, June 28, 2017 @ 5:00 p.m.
Administration Board Room

Present: Wendy Bremner-Chair, Steve Conway, Brian Gallup, Velden Calica, James Running Fisher, James Evans, Kristy Bullshoe, Jess Edwards.

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

Approval of Minutes: Motion by Mr. Evans to approve the Special Board Minutes of 6/5/17 and 6/6/17 and the Regular Board Minutes of 6/13/17. Second by Ms. Bullshoe. All in favor/Motion carried.

Approval of Agenda: Motion by Mr. Conway to approve the board agenda with no changes. Second by Mr. Edwards. All in favor/Motion carried.

Recognitions: School Board members recognized John Rouse for all that he has done for the district and commended him for going above and beyond what was asked of him. Board members thanked Superintendent Rouse and wished him well on his new journey.

Public Comment: None.

ITEMS OF INFORMATION

Building reports: Ms. Bremner acknowledged building reports for Child Nutrition/Warehouse/Copy Center-Lynne Keenan, Maintenance-Richard Sanchez, Transportation-Wayne Hall, Technology-Everett Holm. No discussion.

Superintendent's Report

Employee Health Insurance Presentation: Sara Bunton from Payne West reviewed insurance changes. There is a request to approve 2017-2018 Medical, Dental, Vision Renewal Plan, and Sun Life Stop Loss Insurance Renewal Proposal; there are no changes to rates for life insurance policy this year; Base life renews July 1 and voluntary Sept 1. Ms. Bunton will be in the district in August to do open enrollment meetings for all staff. Insurance will go into a 3 or 4 tiered structure later. Mr. Rouse stated that at this time, the district has a flat rate for entire family, and the tiered rate will be broke down for employee only, employee's spouse, employee's family. This is what other districts are doing now. Mr. Rouse stated that district claims are down and the district has over \$400,000 in the insurance reserves. With classified staff that have waived having the insurance coverage, Sun Life had an increase to 14.2% over last year. The overall district plan is running well and claims are down with the exception of a couple of people who have hit the stop loss coverage which kicks in if over 75%. Ms. Bunton stated that last year they projected \$500,000 and through April this year it is \$400,000 in claim savings which is on track. The administrative cost is down by \$50,000 and it will go down again next school year. Each person covered has deductible of \$75,000 and BPS pays until reached then Sun Life pays rest of claims. Ms. Bunton stated that with two claimants that exceeded the stop loss level she recommends to increase the stop loss deductible and recommended to increase by \$10,000 which would be \$85,000 per individual. The district should not exceed seven claimants next year on the stop loss to break even. Mr. Rouse stated that it is safer to go higher. Mr. Conway asked how it works. Ms. Bunton stated that BPS pays dependents expenses (total claims) then Sun Life will pay 100% claims above that for the duration of the claim. IHS does not pay anything. The district has 30 classified staff that dropped off which is a savings of \$398,000 that district will not be budgeting for next year. Thirty classified staff did not affect the total budget but if more drop off it will affect the district. Ms. Bunton stated that BPS allows dual coverage when wo spouses are employed with district. With both enrolled they pay no out of pocket cost at all. The district should look at each having their own coverage. The prescription drug coverage has a tier 2 plan; BPS pays one co-pay for brand name drugs. Also they have added a vision wellness exam, at no charge and 2 preventive dental exams covered at 100%. Stacy Edwards asked for a list of people who provide free vision and dental. (the list can be obtained online). The dental has been opened so the employee can go to any dental provider however they may have to pay then request reimbursement. Vision and dental were both

under budget this year and no change on premium is recommended. If an employee wants hardware coverage they pay additional \$6.25 for vision and additional dental is \$54.00.

\$85,000 stop loss deductible is recommended current budget is \$1,094.00, expected increase is \$1,237.00 which is the 14.2% increase with Sun Life; the maximum increase is \$1,468.00. District claims are down from \$3.2 million to 2.8. Mr. Rouse stated that contributions were capped during negotiations at \$950 and is up to \$974. In response to what other districts pay, Ms. Bunton stated that some are fully reserved. Ms. Edwards state that the insurance is a good recruitment tool for teachers. Ms. Guardipee-Hall stated that she wants reconciliation by July 14 this year and then every month after. She has drawn up an agreement saying that this will be done. This will help when finalizing the trustees annual report. Ms. Bunton stated that they are working on peak 1 and 2 administrator which will clean up some of the reconciliation.

Emergency Operations Plan: DeeAnn Kipp stated that the last plan contained the same information but different format. First responder wants to see who does what and in what amount of time; the administrator can designate a person to handle certain areas; there is minimum training; administration will need to decide who needs training and who will fill in the slots. Ms. Kipp asked for a signed copy of the emergency plan as well as administrators and 1st responders. The plan must be rewritten every 3 years, and updates must be made when staff or buildings change. Mr. Evans asked how the district will expect to get the parents responsibility done. Ms. Kipp stated that she is working a brochure, handouts, parent letter, open house, etc. to cover this area.

Break at 6:10 p.m.

Reconvene at 6:41 p.m.

Resignations: The following resignations were accepted by Superintendent Rouse: Korrina Kennedy, Personal Care Attendant-KW Bergan, May 31, 2017; Dontae Fox, Substitute, Effective June 8, 2017; Terri Murphy, special Education Teacher, Middle School, June 15, 2017; James Racine, Physical Education Teacher, Middle School, Effective June 19, 2017; Aaron Henry, Kindergarten Teacher, KW Bergan School, Effective June 20, 2017 and Misty Tatsey, 1st Grade Teacher, Vina, Effective June 20, 2017. No discussion.

ITEMS OF ACTION

Hiring: Motion by Mr. Evans to approve the following elementary hires pending successful background check/drug tests: Renewal: Roberta Kipp, SFA Tutor-Browning Elementary 2017-2018 (\$22,908.00); Carson Bryant, Elementary Teacher, Napi Elementary 2017-2018 (\$38,463.00); Paul Barnes, Elementary Teacher, Napi 2017-2018 (\$49,262.00); Lynnel Bull Shoe, Classroom Teacher, Blackfeet Junior Academy 2017-2018 (\$51,403.00) and Racquel Little Plume, Technology Teacher, Middle School 2017-2018 (\$38,463.00). Second by Mr. Conway. No public participation. *Board discussion:* Mr. Edwards asked if all have positions have been advertised and the administration has gone through the process for hiring. Mr. Rouse stated yes. No further discussion. All in favor/Motion carried.

Motion by Mr. Gallup to approve the following high school hires pending successful background check/drug tests: Kayla Jeckell, Girls Head Volleyball Coach-BHS 2017-2018 (\$3,220.00); Maurice Red Horn, Assistant Boys Basketball Coach-BHS, 2017-2018 (\$2,841.00) and Terrance J. LaFromboise, Assistant Boys Basketball Coach-BHS 2017-2018 (\$2,408.00). Second by Mr. Evans. No public participation. No board discussion. Motion passed for all with Ms. Bullshoe and Mr. Running Fisher opposed to hiring Kayla Jeckell, Girls Head Volleyball Coach-BHS 2017-2018 (\$3,220.00).

Motion by Mr. Edwards to approve hiring Rikie Calica, Administrative Assistant - Curriculum/Administration 2017-2018 (\$40,700.00) pending successful background check/drug test. Second by Mr. Gallup. Motion passed with Mr. Calica abstained.

Contract Service Agreements: Motion by Mr. Evans to approve elementary contract service agreements for Nancy Light, New Teacher Mentor-KW 2016-2017 (\$1,000.00) and Shaylee Devereaux, BAWAP Student Worker 2017 (\$840.00) pending successful background check. Second by Mr. Conway. No public participation. No board discussion. All in favor/Motion carried.

Out of State Travel: Motion by Mr. Gallup to approve out of state travel for Gus Garces, Advanced Placement (AP) Training in New York City, NY (\$2,485.60). Second by Mr. Conway. No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve Everett Holm, Apple Academy training in Cupertino, CA (\$645.93); Lynne Keenan, 2017 National School Nutrition Association in Atlanta, GA (\$3,680.49) and Board Members and Corrina Guardipee-Hall, Nafis Fall Conference in Washington, DC 2016 (\$4,171.75 each). Second by Ms. Bullshoe. No public participation. *Board discussion:* Mr. Conway asked when the board will travel to DC for the Hill visits. Departure is 9/21/17 return is 9/27/17. Motion passed 7-1 with Mr. Running Fisher opposed to approving Everett Holm, Apple Academy training in Cupertino, CA (\$645.93).

In State Travel: Motion by Mr. Evans to approve in state travel for Corrina Guardipee-Hall and Tonia Tatsey, MPDG Summer Institute 2017 in Helena, MT. Second by Mr. Conway. No public participation. No board discussion. All in favor/Motion carried.

Approvals: Motion by Mr. Evans to approve the following elementary items: Napi Mini Bank Club Goals and Sponsor, Raymond Croff 2016-2017 (\$516.00); Robotics Club Goals and Club Sponsor Lorrinda Divine, 2016-2017 (\$516.00); Create Middle School Softball Program Plus 3 Coach Positions 2017-2018; Extended Contract-Elizabeth Coleman, Create Unit Organizers for Science 2017-2018 (\$852.00); Extended Contract-Dennis Juneau, ELA Implementation Planning 2016-2017 (\$939.28); Extended Contract-Dennis Juneau, Administrative Duties 2016-2017 (\$2,348.20). Second by Mr. Calica. No public participation. *Board discussion:* Mr. Evans asked what the extended contract is for Dennis Juneau. Ms. Guardipee-Hall stated that the extended contracts are being requested for Mr. Juneau as the new middle school principal to come in and train, and work with handbook, and do interviews before his contract begins for the new school year. Mr. Edwards asked if he was hired. Mr. Rouse stated that he is a transfer. No further discussion. All in favor/Motion carried.

Motion by Mr. Gallup to approve the following high school items: Extended Contract-Julia Nicole Hannon-Charlie Speicher, Student Scheduling-Academy 2017-2018 (\$3,786.00) and Create Special Education Position-High School (\$53,314.00 - \$72,056.00). No public participation. No board discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve the Draft Contract for the Superintendent 2017-2018: Corrina Guardipee-Hall (\$115,000.00). Second by Ms. Bullshoe. No public participation. *Board discussion:* Mr. Edwards asked if the amount is a set wage. Ms. Guardipee-Hall stated that it is a set amount for the coming school year and it can be renegotiated next year; the contract is for two years 2017-2019. The school board will evaluate the superintendent in January and can negotiate a third year for the superintendent's contract. Ms. Guardipee-Hall stated that she is requesting an extended contract for June 28, 29, & 30 because Mr. Rouse is on leave, out of the district June 29 and 30, and her contract as KW Vina Assistant Principal ended June 27. Ms. Hall worked June 28 and stated that she will work the three days in June in exchange for three days in July to attend her son's rodeo finals. No further discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve Contract Amendment-Glenn Hall, Facilities-Maintenance-Security 2017-2018 (\$14,600.00) and Extended Contract-Glenn Hall 2017-2018 (\$2,996.00). Second by Ms. Bullshoe. No public participation. *Board discussion:* Mr. Evans questioned the extended contract for overtime for Glenn Hall. Mr. Hall stated that he is on call when no security is scheduled; he has had to be in the school several times to cover the calls for security. This amount will be reduced because they have more security working now and he will be on call only when necessary; he can monitor the activity with his cell phone. Also, Mr. Hall stated that he will not be using a school vehicle. Mr. Edwards stated that he has to send an officer to check the schools often and asked why the calls are not answered and alarm is not being disarmed by school security. Mr. Hall stated that he can check the cameras and log in times for security to find out what is happening if he has times and dates. Ms. Bullshoe asked why security is out by Starr School as well as other places. Mr. Hall stated that he has been working on this with Wayne Hall to get trackers put in the security vehicles in order to remedy this issue. The

only place security might be out of town is in Babb and this can be monitored on the iPhone/cameras. No further discussion. All in favor/Motion carried.

Motion by Mr. Evans to approve NAS Consultant - Elizabeth Little Plume- Blackfeet Language 2016-2017; Substitute Eligibility List 2016-2017; K-12 ELA/Literacy Programs (\$697,556.77); Amend Policy #3010 Attendance; Contract Renewals for Employee Health Insurance Components; Emergency Operations Plan 2017-2018; Advertise Surplus 2016-2017; Interstate Alarm Contract, Security-Repair & Inspection-Access Software License; 2017-2018 (\$16,363.00); Purchases Over \$5,000.00; District Claims Check #415380 - #415532 (\$167,328.28); Student Activity Claims Check #702871 - #702880 (\$12064.64) and Additional Pays/Payroll. Second by Mr. Conway. No public participation. *Board discussion:* Mr. Edwards asked why the K-12 ELA/Literacy Programs (\$697,556.00) are so high. Ms. Guardipee-Hall stated that this is a complete new reading program for the entire district. The district has not had a new reading program for twenty years and has only had SFA and the reading scores in the district have not changed for years. The district reading committee and Jeri Matt reviewed and evaluated five different programs through the year and they chose a program called Wonder Works which has an intervention program too. The new program has a lot of resources and will be used for K-12. Mr. Edwards stated that he agrees with having the new program but felt that the district needs to look at the budget, the spending, creating new positions, part-time contracts and evaluate what is really needed. The district needs to look at not spending money where it doesn't need to be spent. Ms. Bremner stated that the district's reading program had stagnated and the board had asked Mr. Rouse to look at the curriculum and see what changes needed to be made; the district will probably see change. Mr. Conway stated that he wants to hear from the Board because of the new positions that have been approved and now this cost; if Trump cuts more, we could be looking at a deficit of over \$2 million and this does not count the inflation that we will see in 2018. The district payroll is \$11 million and the state has also made huge cuts. Mr. Conway stated that the district has got to be careful. Ms. Guardipee-Hall stated that the district will cut back if necessary and asked the board to look at the major behavior problems going on with kids. Ms. Guardipee-Hall felt that the administrators need to be in the classrooms. Mr. Conway stated that maybe this is happening because the board is not enforcing rules and procedures enough and not expecting more of parents. Mr. Gallup stated that Bureau employees will take a 12% cut and domestic is taking a 10-12% cut, with public education taking a 10% cut. Ms. Guardipee-Hall assured the Board that she will not put district in the red. Ms. Bremner stated that putting Mr. Hall in a new position, the district is getting more for a lesser cost. Mr. Calica felt that the district has been missing out on behavioral health money and needs to look into 3rd party billing. It looks like the Good Medicine program will die and the district is not putting more into it. Ms. Guardipee-Hall stated that the district is doing 3rd party billing through special services and there has been an increase in Medicaid billing. Mr. Rouse stated that payroll and insurance benefits are high; the board must make cuts in insurance. If the insurance goes to a tiered program, it will cut the costs in half. No further discussion. All in favor/Motion carried.

There was no Personnel or Legal.

Motion by Mr. Edwards to adjourn at 7:31 p.m. Second by Mr. Conway. Motion carried.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Wendy Bremner, Board Chairperson

_____ Stacy Edwards, District Clerk