

Board Policy Review Minutes (Draft)

Monday, June 13, 2016 @ 12:00 p.m.

Administration Conference Room

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

Ms. Bremner called the meeting to order at 12:07 p.m.

Approval of Agenda: Motion by Mr. Conway to approve the agenda with no changes. Second by Mr. Evans. Motion carried.

Public Comment: None.

ITEMS OF DISCUSSION – New Policy 1st Reading

#5322 Military Leave: This is a policy recommendation from MTSBA. Mr. Rouse noted that if there is no policy in place, the superintendent does not have to grant leave. With this policy they would still have their job when they return. Mr. Conway asked if there is policy that would cover military reserve [students]. Mr. Rouse stated that students are covered under attendance regulations for reserves. *Board agreed to adopt this policy.*

#7535 Electronic Signatures: Mr. Rouse recommended approving this policy which can be used by the business office director and superintendent. *Board agreed to adopt this policy.*

#7550 Indirect Cost Reimbursement: Mr. Rouse stated that the district has not used indirect cost reimbursement in the past and recommended approval as the district will be using it. The reimbursement goes into the general fund which helps administration. Stacy Edwards stated that the information for this is on the OPI website under school finance. Does not include the e-grant and can be used for operational costs. *Board agreed to adopt this policy.*

#3220 Investigations: Mr. Rouse recommended adding the wording from MTSBA policy to BPS policy. Ms. Bremner did not agree with the procedures and felt that the administration should take the child out of the school to talk to them and wanted the parent to be notified of the incident prior to calling the police so that the parent can talk to the student first. Mr. Rouse explained that he has had parents claim that they were not contacted by the school, when in fact they had been. The procedure for a student altercation is 1) teacher takes student to office, 2) calls the parent if no one is hurt 3) informs parent of incident, 4) parent is allowed to be at the school with the student. If the parent is not available the administration has the secretary attempt to find the parent. Ms. Bremner stated that there have been kids questioned before the parent gets there and the kids do not know their rights. Ms. Bremner felt that a child has the right to be protected. Mr. Rouse stated that there are different scenarios such as someone intentionally causing harm; the police are the first to be called in this case and they talk to the student. Mr. Conway stated that the school has the right to interview the student; the parent should be informed that their child has been suspended from school, and why, but Mr. Conway felt that the issue should not be continued into the next day. Ms. Bremner stated that if there is imminent danger to someone, the police can question the student but felt that the school should not interrogate them first. Ms. Bremner felt that it is not acceptable for a kid to be removed from school before the parent arrives. Mr. Running Fisher asked what Ms. Bremner declares as an interrogation or does there need to be specific questions the school can ask. Ms. Bremner stated that if a student is questioned, the school should not use the information against the kids; they need to protect the rights of the kids and talk to the parents. Mr. Calica agreed and stated that if a kid is emotional, they will probably come out fighting, and it gives kids a label. Mr. Conway felt that Ms. Bremner was coming from a lawyer's point of view, and the school does not operate in that context and is not bound by the same rules as the police; the school investigates, and if necessary, they call law enforcement for the safety of other students and/or staff. Mr. Conway felt that the school has the right to investigate, they give law enforcement information, and law enforcement should do their own investigation too. Mr. Rouse noted that page 2, line 29 says the parents are contacted and the administration advises the parent of the action being taken by law enforcement. Ms. Bremner stated that the school does not always wait for the parent to get there and maintained her position that the student should not be

interviewed until the parent is there. Mr. Rouse noted that the school is not required to wait for the parent. Mr. Evans asked if the school could get sued over questioning kids. Mr. Rouse stated that, by law, the school is not required to have the parent there and page 2, line 22 states “parent and/or school official”. Ms. Bremner stated that she wants the school to be sure the Blackfeet Family code is in force, also, when the police arrive, the school is no longer in charge; the law enforcement will take the kid to another place to interview or investigate. Ms. Bremner asked that the language be stronger in the policy where the school makes a real, legitimate attempt to call the parent and stated that there is 10 days before talking to the student unless the incident is causing jeopardy for all students. Ms. Bremner suggested having a school resource officer talk to the kid. Mr. Conway stated that there are different kinds of infractions, some are for law and order, and some could be a school infraction. Mr. Rouse stated that the administration makes every reasonable attempt before interrogating a student or turning them over to law enforcement and every reasonable attempt is made to contact the parent. Mr. Running Fisher felt that the administrator should try to get details and use their own judgment about what should happen next, whether they call the police in, or send the student home. Mr. Conway stated that if it is a criminal offense, the administrator should make every attempt to call the parent, but if it is an infraction, they should follow school policy; the parent cannot always be notified and does not always need to be notified unless the kid is being suspended. Mr. Conway stated that there is a line to be drawn in notifying the parent. Mr. Calica stated that some administrators are biased against some kids and kids are kicked out because they are labeled. Mr. Evans agrees that there is bias at the schools. Mr. Rouse stated that the administrator should make every reasonable attempt to contact parent/s to inform them of a situation in cases where the child is being removed from school; every opportunity should be made for the parent to be at the school; if a student is referred to ISS, the school does not contact the parent. Ms. Bremner asked if there are two people interrogating or interviewing. Mr. Rouse stated yes, and stated that the Board needs to put trust in the people they hire and if an administrator is biased against someone, then he needs to know. Mr. Conway reiterated that he did not feel the parent should be called in for every little infraction. Ms. Bremner maintained her feelings that the schools need to make every effort to make sure the parent is there and the child is protected. Mr. Running Fisher asked for more time to review the policy before moving forward. Ms. Bremner requested a legal opinion. No immediate action on this policy.

#3002 Student Handbook: Ms. Bremner noted that the handbook supersedes policy. Change Line 17 read: “for approval by the first regular meeting held in August. No further discussion.

#3005 Compulsory Attendance and Admittance: No changes.

#3010 Student Tardy/Attendance: In response to board member questions regarding kids being marked absent on bad snow day, Mr. Rouse stated that the buildings do not mark the kids absent. Board members expressed concern that in town staff and students are required to be at school when buses are not running. Mr. Rouse asked “if there are some areas that buses cannot run, should he close the school?”. Trustees felt that if out of town buses can’t run, then there should not be any school and also felt that the staff and students should be excused. Mr. Rouse stated that the building principal makes the decision as to whether an absence is excused or not. Mr. Rouse asked for clarification on school closure. Board members agreed that if 5 or more buses do not run, the school is shut down because they felt that a school without enough staff does not give the kids a quality education, this will include all activities. Cooks and maintenance staff should be paid show-up time (2 hours). No changes.

#3015 Reporting Student Progress: Mr. Conway stated concern that too many parents do not have access to the internet and even though the school website shows their student progress, they cannot access the information. Ms. Bremner asked that the school make a better effort in making students aware, and every teacher should make every reasonable attempt to notify the parents, when a student is failing; by phone, by letter, etc. No changes.

#3020 Retention: no changes

#3100 Student Enrollment: 4-year old students will need to be approved on the agenda for attendance at the pre-school program. No changes.

#3100R Student Enrollment: No changes.

#3121 Enrollment and Attendance: Mr. Rouse noted that there is no standard for a student to be in school more than a certain number of days per year. Ms. Bremner stated that the student can be reported to child protection for educational neglect when a child misses too many days of school. Also, the Welfare/TANF programs require a signature from the school for student attendance. Mr. Rouse stated that BPS is trying to address attendance issues through home visits and will be making a big push on this next fall. Ms. Bremner stated that the McKinney Vento program was helping by picking up kids for school when parents wouldn't bring them but stated that she is not sure if this is still happening. Mr. Rouse stated that the funds for this have been greatly reduced and he has applied for a grant to fund another outreach person as well as funding through a preschool grant for another position. No changes.

Policy #3121P Enrollment/Attendance: Mr. Rouse recommended deleting BPS Policy 3121R and replace with MTSBA Policy 3121P Enrollment and Attendance Records. Mr. Rouse will look at a wording change in this policy due to student ANB and losing funds if they do not show.

#3125 Education of Homeless Children: Mr. Conway asked if we have a problem, in the lower grades, getting these kids to school. Mr. Rouse stated that they can call the bus 3 times to pick-up and take the student to school; then the parent needs to get them to school. Ms. Bremner asked if the child needs a ride due to neglect, does the school address the problem. Mr. Rouse stated that if there is a real legitimate reason for the student not to have a ride, the truant officer will pick the kid/s up. Mr. Rouse has changed the enrollment issue where a student was not allowed to enroll if they did not have a parent. Ms. Bremner felt that people need to be trained in mandatory reporting. Mr. Rouse stated that the attendance secretary calls the family and notifies truant officer when there are problems; staff is required by law to report neglect. No changes.

#3145 Foreign Exchange Students: No changes

#3200 Student Conduct and Discipline: Board members reviewed the appeal process. No changes.

3200R Student Conduct and Discipline: Board members discussed the number of days an athlete should receive for suspension for violation of the tobacco/smokeless tobacco regulations for student athletes. Board suggested leave policy at 45 days suspension and remainder of sport season and be required to do community service as a consequence. Ms. Bremner suggested that they allow the student to reduce the number of days suspended by performing community service hours. Mr. Evans suggested that the student's community service be performed in the district; fencing, cleaning buses, cleaning garbage, etc. Board members agreed that athletes will attend Insight Classes, 4 hrs each week for alcohol, drugs, and tobacco, (20 hours total), before being allowed to start the next sport. Board agreed that it should be up to the coach for suspension from the team; the student can grieve the decision to the school board. Mr. Conway asked that the administrators present the facts with clarity and consistency to the board to base their decisions on. Will bring back to review in next policy meeting.

#3205 Sexual Harassment/Bullying: Ms. Bremner asked that the district rehabilitate the bully rather than suspend them. Mr. Rouse stated that bullying is the perception of the person being bullied. Mr. Running Fisher suggested that the administration be tougher on the teacher who is bullying kids and felt that the district is not hard enough on the teacher. Mr. Evans stated that he does not agree with kicking the kid out for bullying and agreed that they need to be rehabilitated. Mr. Calica stated that bullying is a community issue and the parent/s need to be responsible. Ms. Bremner stated that Napi, BMS, BHS staff are not aware of group mediation taking place and that the board needs to make it policy for the buildings to work on this. Mr. Calica felt that students need to be involved with the bully process because kids can come up with more information than the adults can on how to make it work. Ms. Bremner asked if bullying is part of the evaluation of administrators for control of behavior in the school. Mr. Rouse stated yes. No changes to policy.

3205R Student Grievance: Change lines 28 and 38, page 1, to Superintendent or Designee.

#3210 Equal Education/Nondiscrimination: no changes.

#3210R Equal Education/Nondiscrimination/Sex Equity: Mr. Rouse stated that the federal government says schools will allow transgenders to use the restroom of their choice, unless we want to give up all federal funds. Browning High School has a family restroom which gives them a choice. The other school buildings do not have choices on other campuses. Mr. Running Fisher suggested labeling the teacher restrooms as “Public Restroom” if there are any in the schools. The middle school would not have this option. No changes.

#3211 Weapons and Gun Free School: No changes.

#3220 Search for contraband: No changes.

#3230 Student Drivers: No changes.

#3235 Video Surveillance: No changes.

#3410 Student Health/Physical Screenings/Examinations: No changes.

#3413 Student Immunization: No changes.

#3415 Management of sports Related Concussions: No changes.

#3415P Management of sports Related Concussions: No changes.

#3416-#3416P-#3416F Administration of Medication: No changes.

#3417 Communicable Diseases: No changes.

#3431 – 3431R Emergency Medical Treatment: Mr. Conway asked if a kid refuses to take their prescribed medication and their behavior is bad, what does the school do. Mr. Rouse stated that the school can’t do anything except go forward with behavior discipline if necessary. Ms. Bremner stated that the school can report the parent/s to CPS for medical neglect. No changes.

#3432 Fire Drills: No changes.

#3520 Academic Eligibility: No changes.

#3525 Mandatory Pre-participation Random Drug/Alcohol Testing Policy for Extra/Co-curricular Activity Participants: Ms. Bremner noted that if policy #3200R changes, this policy will need the same changes on page 3, Line 29 and 36. Ms. Bremner asked about the band class being required to attend at tournaments as part of their final grade and being drug tested. Mr. Rouse stated that students may be required to attend competition as part of their grade, but not for all of their grade. Mr. Rouse stated that band is a class that fluctuates and they are drug tested when they are ready to travel; the student may not get a grade for the activity if they fail the drug test. Ms. Bremner asked if AVID or Gear Up students are drug tested for their activities. Mr. Rouse stated that these are not activities. Ms. Bremner asked that band students be included in the meeting when activities start; they have never been told that they are required to be in the meetings and they are not called in at the beginning of the sports season. Ms. Bremner felt that all student pre-participation activities should be handled the same. Mr. Evans suggested random drug testing staff too. Mr. Rouse stated that we can make it policy for staff but we have to take it to the Union. Mr. Rouse stated that staff can be drug and/or alcohol tested if there is reasonable suspicion. Board members agreed that all student activities should be included in the sports meetings for activities. No changes.

#3530 Student Funds: Ms. Bremner asked if donations to a classroom belong to the school or to the class. Mr. Rouse stated that they need to go through the fund raising procedures in policy and all funds are deposited into an activities account; anything donated to a class belongs to the school district. Ms. Bremner asked that all staff be reminded that they need to go through a process and funds need to be accounted for. No changes.

#3532 Student Activities: Ms. Bremner asked why the district charges the student activities for security. Mr. Rouse stated that because it is an activity and all school activities must have security. There is a fund approved for all sports and the fund does not have a separate budget for each individual activity. This fund is approved for the sponsor stipend and the rest should be managed by the student club; they are responsible for paying for their activity. Mr. Rouse further stated that the athletics is different and is funded for all expenses involved and it is not a club. Mr. Runningfisher asked if it is discrimination if it is a dance and asked if activities should pay for the security. Ms. Bremner stated that it is discouraging when the school promotes healthy activities and they have to pay security. Mr. Rouse stated that it teaches them that there is a cost involved and they need to be organized and raise the funds for the activity. Ms. Bremner presented a scenario for the senior class raising funds for their senior field trip and we take that money for other expenses. Mr. Rouse stated that it is still their cost for their security. Mr. Rouse stated that if the board does not want it that way, it can be changed. Mr. Conway asked if the district charges the student when they have fundraisers. Dixie Guardipee stated that they pay for their own security and custodians. Ms. Bremner asked if the kids can furnish their own security. Mr. Rouse stated that it is a different issue hiring security and having a chaperone; security enforces the law and school staff is required at all school functions. Board members requested that this be changed and the district should be responsible for paying for security at all events, and parents should not chaperone. Mr. Rouse stated that this is where the board tells him, at the budget workshop, to put money in the budget for the event. Mr. Rouse will have Ms. Edwards look into cost of security for school events. Mr. Rouse noted that a classified employee cannot be used for these positions because the District would have to pay overtime.

Ms. Bremner stated that the board will schedule another meeting to continue reviewing policies #3533-#3900.

Motion by Mr. Conway to adjourn at 4:45 p.m. Second by Mr. Evans. Motion carried.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Wendy Bremner, Board Chairperson

_____ Stacy Edwards, District Clerk