

Special Board Minutes (Draft)

Thursday, May 24, 2018 @ 5:00 p.m.

Administration Conference Room

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

Mr. Gallup called the meeting to order at 5:08 p.m.

Approval of Agenda: Motion by Ms. Bremner to approve the agenda with no changes Second by Mr. Running Fisher. All in favor/Motion passed.

Public Comment: Mr. Gallup stated that this meeting is subject to the provisions of the Montana Open Meeting Law under Section 2-3-103 for Public Participation at Board Meetings. Raymond Zentz stated his disappointment with treatment of an individual where a board member behaved rudely toward that person. The person was not allowed an opportunity to speak. Mr. Zentz stated that he was angered by this and is still angry; he raised his hand and was ignored. The action for nonrenewal was so fast that it did not give any time to interject. Growing up, Mr. Zentz, stated that he was taught to be polite, civil, and to expect the same of students, and felt that the same behavior should be recognized here. The action taken here has taught him that it does not pay to be polite and civil.

Heather Buchanan asked if it was okay to drop off a letter of what she was going to read to the board at the last meeting because she did not know if it was distributed. Mr. Gallup welcomed Ms. Buchanan to distribute copies to the board.

ITEMS OF ACTION

Approvals: Motion by Ms. Bremner to approve to Create Napi Track Coach Position. Second by Mr. Running Fisher. No public participation. *Board discussion:* Ms. Yellow Owl stated that according to board Policy #5210 it is the superintendent who requests to create a position and the request on the agenda is made by the Activities Director which goes against policy. Ms. Yellow Owl agreed that there is need for the position but asked that requests on the agenda be made in accordance with board policy. Superintendent Hall stated that she does support the request for another coach position because of the abundant number of students that turned out for track. In the future these requests will come from the Superintendent. Mr. Edwards stated that there are a lot of kids in track at Napi and a need for more supervision and asked if hiring another person will allow the coach to get a handle on this. Tony Wagner stated that this will give them three coaches at Napi which will help with the huge turnout of students. No further discussion. Motion carried 7-0 with Brian Gallup, Wendy Bremner, James Running Fisher, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteMan voting in favor.

Hiring: Motion by Ms. Yellow Owl to approve hiring Andrea Sangray, Track Coach-Napi 2017-2018 (\$430.00). Second by Mr. Running Fisher. No public participation. *Board discussion:* Ms. Yellow Owl asked if this is for the position the board just created. Superintendent Hall stated yes, this person has been volunteering her time until she is hired. Ms. Yellow Owl stated that if this is the procedure being followed, then board policy and procedure are not being followed. Mr. Gallup suggested tabling this hire and stated that the Board's intent is to get back on track with policy and procedure. Ms. TallWhiteMan stated that this is not about the people, it is about the position; there needs to be better planning and not last-minute hiring. Superintendent Hall stated that this position was put on the special meeting for May 15 so that we could create the position, and the special meeting was cancelled. Ms. Bremner stated that it is not good practice to create the position then not follow procedure due to poor practice. Ms. Bremner also stated that in the past there was a person contacting the chair to do this. Ms. Bullshoe stated that after a position is created it is supposed to be advertised and reasonable notice given. Mr. Running Fisher asked how long the volunteer had been working. Mr. Wagner stated that the volunteer started at least a week prior to the special board meeting that had been cancelled. Mr. Wagner also stated that this is the procedure that was allowed with the prior administration, this is past practice. Ms. Yellow Owl felt that if staff is required to follow policy, the board should. Mr. Wagner stated that he is looking at bringing in more positions and even adding golf to the middle school. Ms. TallWhiteMan asked why the volunteer is being paid the full amount and not being prorated. Mr. Wagner will check into the pay with the Napi principal and adjust as needed. Ms.

Bremner stated that it is not past practice to have both items on one agenda but felt that the board should approve the hiring due to time constraints. No further discussion. Motion carried 7-0 with Brian Gallup, Wendy Bremner, James Running Fisher, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteMan voting in favor.

Motion by Ms. Bremner to approve the following hires pending successful background check-drug test. Certified Contract Renewal-Wilma Madplume, Elementary Teacher 2018-2019; Katie McDonald, Summer School Coordinator 2018 (\$5,040.00) and Ansel Traynor, Athletic Coordinator-BMS 2017-2018 (\$718.80). Second by Mr. Edwards. No public participation. *Board discussion:* Ms. TallWhiteMan stated that she hoped summer school is already scheduled and felt that it could be overwhelming. Jeri Matt stated that no one applied that had a Masters in Administration; she has met with Ms. McDonald and the other staff and Ms. McDonald will have the support needed to make the program successful. Also noted is that Ms. McDonald has worked summer school before. All summer school activities will be held at the middle school. Ms. Yellow Owl asked what location Wilma Madplume is being hired for. Superintendent Hall stated that she does not have a location for her yet but she is working with the principals because she will ultimately have to be placed. No further discussion. Motion carried 7-0 with Brian Gallup, Wendy Bremner, James Running Fisher, Kristy Bullshoe, Jess Edwards, Donna Yellow Owl, Rae TallWhiteMan in favor.

Motion by Ms. Yellow Owl to approve hiring Chanel Bird, Student Activities Secretary-BHS. Second by Ms. Bremner. *Public participation/Board discussion:* Ms. Bremner expressed concern about the drug testing process that was followed with this individuals' hiring. Mr. Gallup stated that this person is on the agenda for hire and her background checks and drug testing are complete and that is why she's being brought forward. Mr. Gallup felt that further discussion was irrelevant. Ms. Bremner asked why she could not have this discussion and asked to have a closed meeting for discussion. Mr. Gallup stated that the meeting cannot be closed because this person is not in attendance. Ms. Bremner felt that the hiring process was not followed for this individual. Superintendent Hall stated that Ms. Bird has had a tribal, a federal, a state background check, a drug test and they all passed. Ms. Bird had to leave for a doctor's appointment when she was to do her fingerprinting and she has submitted a legitimate doctors' note for this. Tony Wagner stated that it took him 3 weeks to do the reference checks as he followed up with other employers too. Mr. Gallup stated that the procedure was followed. Ms. Bullshoe stated concern because she was told that Ms. Bird was being brought in today for a drug test. Mr. Gallup stated that he does hear the board's concerns but in this instance the process was followed and, in the past, there have been hires that did not have drug tests or background checks that were hired. Mr. Running Fisher stated the board wanted the drug test and background check to be complete before bringing forward and also stated that he felt these questions violate this persons' rights. Ms. Bremner stated that Ms. Bird is on the agenda for hire and she could have been here if she wanted to. Mr. Running Fisher stated that in the last board training they were told that they could not ask questions if the person is not present. Ray Zents stated that there is no problem with asking procedural questions. Mr. Wagner stated that administration went through the process and took time to make sure all procedures were followed because of past hiring when there was concern about unfair hiring practice. Ms. Bird was on the special meeting agenda for 5/15 and Mr. Wagner stated that he had hoped that her background check would come in and it didn't. Mr. Wagner also noted again that all policy was followed. No further discussion. Motion passed 5-2 with Brian Gallup, Wendy Bremner, James Running Fisher, Jess Edwards, Donna Yellow Owl voting in favor. Kristy Bullshoe, Rae TallWhiteMan voting opposed.

Mr. Gallup noted that there might be some changes in athletics for coming and asked Mr. Wagner for update. Mr. Wagner stated that there has been discussion and with Lockwood and Helena getting new schools and Anaconda and Big Fork coming up to 'A' status, there has been discussion about going to 3 or 4 conferences. If they go with 3 conferences, they are discussing going back to divisional 3-3-2. BPS would stay in the western region. Mr. Gallup commended Tony Wagner for his support on this committee. Mr. Wagner stated that he is also on the culture committee with MHSA and they will be discussing playing the flag song at tournaments which is already being done at the regular games.

ITEMS OF INFORMATION

Staff Transfers: Mr. Edwards stated that he has a problem with forced transfers and does not support some of the transfers that have been made. Mr. Gallup stated that the board will need to revisit policy on transfers and noted that transfers are on the agenda for information only. The board policy gives the superintendent the right to

transfer. Ms. Yellow Owl stated that transfers come to the board prior to making the transfer. Mr. Gallup noted that it is only for information to the board. Ms. Yellow Owl stated that she agrees with Mr. Edwards because there are people asked to follow chain of command but they are unhappy with being transferred. On the list it states that some of the transfers are being made at the employee request but the board is not hearing the same from the employee. Mr. Edwards stated that he was told by an employee that the superintendent told them that the board wanted the transfers made and stated that he does not agree with this. Mr. Gallup stated that as with all new administration there are changes made according to what their needs are including with the last administration. Ms. Bremner stated that this issue is consistently discussed and asked for discussion to change the policy. Mr. Gallup stated that the superintendent did try to have policy reviewed from number one all the way through and suggested that the administration bring forward some policies for review and make necessary change. Ms. Bremner stated that at the last meeting the superintendent was asked to inform the board about why transfer is being made. Mr. Edwards asked who did the paperwork. Superintendent Hall stated that the transfer request was not her form and the words were changed and stated that it came from HR. Emorie Bird stated that she did not put this transfer notice on this agenda but she will have a completed transfer/hiring list on the May 30 agenda so that the board can see where a transfer is being made from and where they are being placed; some of the requests are made by the employee, some are transferred by the administrator with the superintendent's approval. Ms. TallWhiteMan felt that the policy is too vague and the superintendent can transfer anyone and stated that if the superintendent makes a transfer the letters of request should be attached to the transfer report. Mr. Edwards stated that some staff are forced to transfer. Ms. Bremner stated that the board has to support the superintendent's transfer for cause if it is in the best interest for the kids but asked that the board be fully informed before the transfer happens. Mr. Edwards asked to see the request from Liz Tailfeathers. Superintendent Hall stated that she is inundated with IEPS at the high school. Superintendent Hall was told that the director met with Ms. Tailfeathers and agreed with her supervisor to transfer to second grade which would give her a smaller caseload. Mr. Edwards stated that this person claims she was forced to transfer. Ms. Bremner asked if there is enough staff to do the work. Superintendent Hall stated that there was 2 staff and they have 3 now. Superintendent Hall will meet with Ms. Tailfeathers again to see whether she still wants a transfer. Mr. Gallup stated that the principal has to be involved and transfers should be made in the best interest of the district and the kids. No further discussion.

Break at 6:18 p.m.

Reconvene at 6:35 p.m.

Presentation on BMS Remodel-Addition and Sports Complex: Tim Peterson reviewed plans for the additions at the middle school; commons area, new gym, old gym becomes cafetorium, new locker rooms, boilers, choir room, stage area, new kitchen, more natural lighting, etc. Violet Sinclair stated that she is not in support of moving the 6th grade to middle school. Dennis Juneau stated that they could have self-contained rooms for 6th grade at BMS. Jeri Matt stated that the concerns with 6th and 8th graders are same concerns that exist between 3rd and 4th graders. A separate entrance into the building was suggested for 6th grade. Also, it was suggested that grades 4, 5, 6 could move to BMS and BMS move to BES. A new gym will take 40 ft of the middle school track. If 6th grade at BMS will change the double door entrance to the east. Tony Wagner suggested adding weight room and storage room which all agreed with. Tony Wagner reminded all that middle school is the hub of the communities' emergency preparedness. Tim Peterson showed a picture of the sportsplex with tipis on top of grandstand with lighting and parking on the east side of road. All agreed to have small concessions with restrooms for cross country area. Tim asked for board direction on where and what for trees. Mr. Running Fisher asked out the rodeo equipment and what can be done for this group. There is a lot of equipment, i.e. bucking chute, panels, etc. that needs to be located. Mr. Peterson asked that the facilities committee meet in June and come back with recommendations. Mr. Gallup stated that the school can pay for the design prior to the election. Mr. Peterson suggested that they come up with number of overcrowding and in which building. Ms. Bremner stated that grades 2, 3, 4 could move to Napi and grades 5, 6 could move to BES. Superintendent Hall stated that she is asking for a focus group to discuss this idea. Mr. Peterson asked for a special facility meeting on June 21 @ 5:00 p.m. Mr. Gallup suggested having a grade level discussion in the regular facilities meeting then a special meeting on June 21.

Superintendent Hall stated that she met with a company that proposed 1) they pay for all led lighting in our biggest building and whatever the savings have a performance contract so the savings will pay for LED. Tim will

be on speaker phone at noon on June 6 for this; 2) Southern Piegan has purchased a building to put on the site of SIS. Special Education will use the offices under their building. Superintendent Hall stated that they can meet at 9 am on Tuesday; 3) Southern Piegan supports the Good Medicine program. No further discussion.

Ms. Bremner asked what the procedure is for if someone wants to use BPS facilities. Superintendent Hall stated that they will have to follow district policy, they pay insurance, and they pay for custodians. The district cannot endorse anything with politics. Superintendent Hall stated that they wanted a tournament for kids and BPS has one gym that will be available and unless the board feels differently, the administration would like to continue this procedure. The board agreed to continue with same procedure of using only one building.

Motion by Ms. Yellow Owl to adjourn at 7:35 p.m. Second by Mr. Running Fisher. Motion carried.

Respectfully submitted:

_____ Carlene Adamson, Board Secretary

_____ Brian Gallup, Board Chairperson

_____ Stacy Edwards, District Clerk