

**SCHOOL DISTRICT NO. 6
COMBINED ELEMENTARY/HIGH SCHOOL BOARD OF TRUSTEES
REGULAR MEETING MINUTES
THURSDAY, JULY 12, 2012**

The School Board of Trustees of School District No. 6 met in the district board room on Thursday, July 12, 2012.

CALL TO The meeting was called to order by Chairperson Suzette Cain at 5:26 pm.

PRESENT: Suzette Cain, Tom Mexicancheyenne, LuMary Spang, George Bement, Kim Knobloch and George Scalpcane.

ABSENT: Rosanne Headswift – Excused, Vincent White Crane – Unexcused and Merrilee Red Robe – Excused.

OTHERS Frank No Runner, Lana Robinson, Ken Sattler, Mary Ann Farris-Sattler, Angie Bell, Karl Hossner, Brandon Tall Bull, John Bole

DELEG. No one was available

CONSENT Discussion on Doris Hall letter, Knobloch stated she doesn't really say if she is resigning but her husband is and she will leave once her house is sold. The board requested Sherry Foote speaks with the individuals before they make a decision on this. Concerned for the students the board preferred to pull this item from the consent agenda.

John Bole stated the board can approve the consent agenda but pull this item out approving the rest of the agenda.

Spang asked someone could ask the Principal to address this with Doris Hall as soon as possible.

John Bole stated Sherry had a doctor's appointment and is why she wasn't at the meeting. He also asked if everyone heard the concern expressed. You hire somebody and the house sells in two weeks we are put in a difficult spot.

Mexicancheyenne stated we really need to think about the kids. They start out with a school teacher with the impression this teacher will be there all year. This isn't an emergency and sees that these teachers have been looking for a job which should've been brought to the Principal's attention. This way the principal could've been looking for replacements at the end of last school year. This issue causes a problem because now here we are looking to fill this position when school is going to start soon. Mexicancheyenne feels the teacher needs to make up their mind and stay for the school year because they made the commitment. They didn't make any initiation that they were going to be leaving. If she cannot commit

then she may as well resign so we can fill that position for the students to have one teacher throughout the school year.

Knobloch asked why this is in the consent agenda when they teach in the elementary, shouldn't this be an elementary item.

Mexicancheyenne asked if these teachers that are resigning signed a contract yet, Lana stated yes.

Knobloch asked if we would be able to impose a fine on them if they resign after signing their contract. Lana stated yes depending on the master agreement.

Maryann Farris-Sattler asked what the issue was with these teachers resigning.

Board Chair stated the issue is we wouldn't have teachers to replace them when school starts.

Maryann Farris-Sattler stated when students are used to their teachers and when they leave or get switched around these little kids that don't know how to spell regulate yet, speaking from experience it can cause uproar for these students.

Ken Sattler stated one is a special education teacher, being a special education teacher himself it is important to hire someone immediately to replace this person to take care of all the special education responsibilities involved.

MOVED Knobloch moved and Scalpcane seconded to accept the consent agenda as
CONSENT listed excluding Mark and Doris Halls resignation. All voted in favor.

MOVED Mexicancheyenne moved and Spang seconded to table the letter of
TO TABLE resignation for Mark and Doris Hall until Bryan Kott and Sherry Foote discuss this item. Mexicancheyenne stated we don't want this to happen again because we need the teachers here at the beginning of each school year. He doesn't want to give the teachers the impression that they can leave after they've signed their contracts.

Spang stated we need to put a timeline on this issue in writing.

All voted in favor.

BUS.MNGR. Carmen Scalpcane addressed the board regarding the 2012-13 school funding for the Elementary and High School. She stated this is not a budget, it is a comparison of last year and this year's funds everything is being cut based on government funding. She handed out reports on last & this year's elementary General Fund, Impact Aid and Federal Title I figures. She spoke on high school figures first on general fund budget,

the beginning & ending balance of the reserves. The state will be cutting funding by 8% which will decrease our reserve amount so we really have to watch the reserve amount for next year. This reserve is used to help funding through December of each year until we receive our Impact Aid money which is why we need to save our reserves. Carmen spoke on the decreased amounts for the high school funds she said we were gaining on our federal funds but the state is cutting a lot of programs.

She shared on the elementary fund figures and where the state will cut in a lot of programs where federal may help. We still never have an idea when we will receive the Impact Aid funds, this year we received it in late December and we were down to almost nothing. The reason we got the funds in December was due to Max Baucus' help.

She informed the board to watch their budgets and they did well this year with the Impact Aid funds.

Spang asked if Title I or Federal funds are always this amount or higher. Carmen stated they are usually higher.

Spang asked if it's up to Congress to receive these funds. Carmen shared the Title I funds are from the State but Impact Aid is up to Congress.

Some of the board members had questions on how we received funding for the certain budgets. Carmen stated it's different, Impact Aid and General Fund are based on student enrollment but Title grants are based on three year average.

Sattler asked if there is anything he or other people can do to help receive the funds sooner with Impact Aid. Carmen stated it is pretty much up to Congress.

BROADUS TRAN. REQ. Knobloch moved and Scalpcane seconded to approve Broadus Public School's request for permission to travel into our high school district in Ashland to Green's Grocery Store to transport students for the 2012-13 school term.

Spang asked why they are making this request, do they have students enrolled from here and she didn't know this board had control over this.

It was explained to her that our high school district boundary lies past Ashland so they need approval to come in our school district to transport students to their district.

All voted in favor.

O/D STDNT. Mexicancheyenne moved and Cain seconded to approve of three out of district students (TK, DTM & TTB) to enroll in the elementary school for the 2012-13 school year. All voted in favor.

ELE.PRIN. Sherry Foote was not available.

JH/HS PRIN. Aundre Bell was not available for his report. Frank No Runner informed the board on the handbooks Aundre Bell and they would be brought for approval at the August board meeting. He stated it was pretty much the same handbook information as last year but need to decide on the academic eligibility, on what we are going to do with Risc and how we're going to run our curriculum which the dialog is not started yet. If we do the performance based education which is based on standards then we will no longer do the weekly.

Spang asked if this handbook has been approved yet.

No Runner stated we can approve the first reading and make amendments before the next meeting.

Bement asked if the kids are fighting if we kick them out right here, is that good for us as a board to do, is there something other than kicking them out. He hates to see a kid out on the street.

No Runner stated it's not good for any kid to get kicked out of school. Where will they go if they are kicked out of this school because other schools most likely will not accept them for enrollment?

Bement stated is there a way we can keep them on campus to finish their school work also, knowing fighting is severe.

Board Chair stated this issue was not in the handbook and Bement stated he knew that it was just an issue to discuss.

No Runner stated it's an issue that needs discussion.

Scalpcane stated nothing has been done on the fighting or eligibility situation. We are graduating students with one hundred absences.

No Runner said with the handbook now it states who ever starts a fight and if the other fights back they will be kicked out. He felt there is really a grey area in fighting no matter what decision is made you can either be right or wrong.

Scalpcane stated it has never been addressed and it continues lack of discipline, kids are wearing their caps around.

No Runner stated last year there were students brought up for expulsion and one did get expelled it is up to the administration on expulsion. Expulsion did make a difference with the student because she is a better student this year.

Mexicancheyenne stated there is that bullying training which will train everyone on how to resolve these issues. The administrators need to go back and look at the curriculum including it in the handbooks it tells how to resolve issues. Apparently what has been done in the past is not working and there is a way to resolve these issues.

Knobloch stated Aundre Bell should be able to do that because he and Bryan Kott were the ones that attending the bullying workshop.

Bement stated ultimately the board has the final say when expelling a student which he don't mind the way it is.

Scalpcane stated we want students come to school here but that's a big determine it's not a safe school and we all know that.

Board Chair stated her opinion a lot of it has to do with following through and enforcing the policies.

Ken Sattler stated at the high school they are working with RTI which will follow through each students with all the steps. If the student is not changing then this goes to the District Superintendent which is where it gets shot down. He states the district does not want to expel anybody. When we've followed all of the intervention steps then we need Superintendent support to make these recommendations to expel students.

1st READ. Scalpcane moved and Mexicancheyenne seconded to approve the first JH/HS CLAS. reading of the JH/HS Classified Staff, Parent/Student, Certified Staff HANDBK. Handbook.

John Bole spoke as SIG Transformation Leader encouraging Frank NoRunner to speak with Aundre Bell on when he will look at these handbook pieces to include the board members who do have input. He also stated there are studies that show positive zero tolerance hasn't proven to be positive, strong enforcement has been proven to be positive.

Board Chair asked Frank No Runner to let Aundre know to include the board on the handbook (policy) working together on the handbook.

Spang asked who is helping put this handbook on there own or together.

No Runner stated last year they worked with Principal's, teachers, a board member and Jo Brott of MTSBA. He stated last year they basically aligned it with the board policies to avoid conflicts. But he will let Aundre know to include the board.

Knobloch asked a question on the handbook page 23 on student progress reports and when they are conducted.

No Runner stated it basically states the teacher has to communicate with the parents regarding student progress.

Spang asked if Frank No Runner was the Principal and some parent's didn't hear about it until the end of the semester how would he stay on top of it to make sure the parents know about it before the end of the semester. No Runner stated the parents will come in.

Knobloch asked, isn't this on an office systems for the parents to view.

No Runner stated the parents are provided with a user name and password to view their child's progress. But when the parent's do come in, he sets up a meeting immediately with the teacher. You do have some trouble with parents where they send letters home continuously but do not receive a response. The teachers are pretty good at writing letters to the home.

Maryann Farris-Sattler stated the studies have shown on zero tolerance is not going to affect them across the nation. There is not a single school in the surrounding area where fighting has not occurred, it has occurred in even head start. Also on Infinite Campus some teachers include a weekly progress report on there and some will not she does not know why.

Spang stated she believes in zero tolerance but with the kids who have mental issues we can only do so much. Her boy got knocked out in classroom while he was working where he was choked from behind. This is an important issue that needs to be handled well and she would like to be involved.

VOTE All voted in favor.

HIRE Board Chair stated Sherry Foote is recommending Lisa Pickens and Andrea Shaffer as elementary teachers. Robin Nansel is recommending hiring John Seeb and Cynthia Rux as JH Special Education Teachers.

Knobloch asked who Rux was and where she was from. Lana Robinson stated she was non-renewed as a regular teacher this past school year.

Spang stated she thought there was a committee to interview for teachers or positions available and she thought this should be tabled.

John Bole stated the board gave Bryan Kott and Administrators the authority to bring people for hire two or three board meetings ago and a motion was made for it.

Spang stated they know we are on a committee to interview people for this.

John Bole stated a motion was made if you look back on it you were giving the authority to the administrators to recommend for hire.

Spang disagreed stating we don't have a chance to interview, the board needs to be included.

Knobloch stated take that authority back.

Frank No Runner stated where Bryan Kott is going with this process is you as the board hire the administrators to interview and hire new teachers. We are to look for good teaching candidates when we go to job fairs throughout Montana Colleges and there are administrators there who are able to offer contracts immediately. When we can't do that and have to go through the hiring process but by the time that is done these good teachers have already accepted jobs elsewhere.

Spang stated we can go with that with new teachers like hiring them on the spot. She thinks we need to interview the teachers that already have work experience.

Frank stated that is a separate issue but this is why we ask for approval to hire teachers at job fairs so we can get the good teachers who have recently graduated from college.

MOVED Spang moved and Mexicancheyenne seconded to hire Lisa Pickens, and Andrea Shaffer as elementary teachers and John Seeb as JH Special Education Teacher. All voted in favor.

MOVED Scalpcane moved and Cain seconded to hire Kathy Townsend as a high school special education teacher. All voted in favor with the exception of Knobloch and Bement. Motion passes.

Ken Sattler stated there use to be a bio sheet with staff being recommended for hire maybe that would be good.

REHIRE Bement moved and Scalpcane seconded to rehire Wilbur Spang as the Maintenance Supervisor for the 2012-13 school year. All voted in favor.

HIRE Board Chair stated Bryan Kott is recommending to rehire the following 12 month Classified staff: Dean Allen, Barbara Bement, Dale Hart, Al Holds the Enemy, Lonnie Littlebird, Carlos Solis, Tylen Tall Bull, Edwin Whiteman Sr, Jason Whiteman Sr, Darren Yellow Hair and Brandon Tall Bull for the 2012-13 school year.

Scalpcane moved and Mexicancheyenne seconded to hire the recommended 12 month employees.

Karl Hossner stated he and Bryan Kott have been discussing to put Brandon Tall Bull on a Salaried Contract. One of the real reasons is because he has a four year degree, he graduated from Rocky Mountain College. Karl stated Brandon has worked with the school for two years now and is pretty knowledgeable in network technology that the school is involved in. We have brought a lot of new school technology this year, a lot of apple computers with touch screens and Brandon has been the one to put them all together. Karl stated he will be ready to retire soon and Brandon is a good worker, he's always at work, on time and never hesitates to do work that he is asked to do. He is recommending offering Brandon an (11 month) contract starting him at \$33,000 per year.

Knobloch asked what is he making now, Brandon stated he is making \$12.50 per hour now. Knobloch stated were broke and we are in negotiations right now you heard Candy.

Bement stated his problem with this issue is that Bryan Kott is the one who should recommend this request and should have brought it to the board himself, which is how he feels.

VOTE All in favor.

HIRE COACHES Discussion on why Jim Loy is requesting hiring, Frank No Runner will meet with him later on.

Knobloch moved and Bement seconded to table this item. All voted in favor.

HIRE ELE. COACHES No Action taken on hiring coaches

RECESS Board Chair called for a recess at 6:50 pm.

RESUME Board Chair reopened the meeting at 6:59 pm.

EXEC.SESS. Board Chair called for an executive session at 7:01 pm, due to legal issues.

REOPENED Board Chair reopened the meeting at 7:10 pm.

LEGAL ISS. Trustee Bement recommended that this legal information be given back to the Clerk to be destroyed. No action taken.

RECORDS DISPOSAL Knobloch moved and Bement seconded to approve of the Administration Office request to dispose of claims, payroll with deductions and leave slips for 7/1/04 through 6/30/05. All voted in favor.

AR GYM USE RQST. Board Chair discussed the request for the 13 Indigenous Grandmothers Gathering July 25-30, 2012 to use the showers.

Lana Robinson stated Barbara Bement called her regarding this request. Barbara stated they were cleaning up the floors and stuff is scattered all over which is why she didn't think this request should be granted. Lana had asked her to put it in writing but hadn't received anything from Barbara.

This request is for July 25-30, 2012 and Spang thought it should be enough time for the janitors to complete their summer cleaning.

Discussion on the availability of the high school gym and Frank stated it was the same way at the high school for summer cleaning.

MOVED Mexicancheyenne moved and Spang seconded approve of this request to use the showers provided we have a monitor to open the doors at a certain time and charge \$1 fee to help with maintenance costs. All voted in favor.

HS GYM No requests made.

BD.REPORT John Bole stated with the Sig district leadership team are including in the budget a Board Training session maybe in September and then next spring.

Spang stated she would like to be able to learn how to evaluate the district superintendent. Evaluate the mission and vision statement, or specific training evaluating the superintendent.

SUPT.RPRT. Board Chair stated the district superintendent's contract was up to approve.

Scalpcane asked if we could go into executive session.

Board Chair stated it does not meet the criteria to go into executive session so we can leave it open all though the superintendent is not here he did know this item was going to be discussed.

Scalpcane stated he has not been pleased with his performance as a superintendent. He felt his performance has led to a lot of things that have been happening in our school. He stated he wrote some recommendations for the handbooks and if things were enforced then we wouldn't be correcting things. The buck stops at his office but he was rehired for another year by a majority of the board.

Spang asked because it states with changes on the superintendent's contract she asked if we had already approved this contract.

Board Chair stated it was brought as he made the changes.

Spang stated it's not specific, if this contract is still not approved with the specific changes maybe they can add a clause in there with a plan of improvement where he can be accountable.

John Bole stated they can't do that because they went through the evaluation process in January and changes needed to be made before the first of February the old contract becomes binding. The board is not in a position at this point legally to make changes to this contract you can make minor changes not dramatic.

Knobloch asked what he had said.

John Bole stated when the superintendent's evaluation is done and if you don't make changes by the first of February the old contract just rolls over.

Knobloch stated so it's up to the board and not to worry about the Superintendent bringing it to us. Basically put the responsibility back on the board and maybe conduct it all in November whether we are going to hire him back or not.

John Bole stated he will have to look at it in the law book. When his evaluation is conducted then maybe in December or January that is when to discuss what it is you need to decide on corrective action.

Spang asked if they would be able to attend training on evaluating the superintendent.

John Bole stated this is a SIG retreat which is being paid by them. It's your responsibility to hold the superintendent to the level of performance that the board wants.

Knobloch stated there are requests they made the superintendent to bring forth to the board but he hasn't done these can we reprimand him for that.

John Bole stated you can put it in writing like a paper trail then when you come to evaluation you have documentation as to reasons why a plan of improvement or a corrective action plan is needed.

Spang stated a superintendent always needs to be held accountable for the entire a school. It's not a matter of dislike, it's the accountability and when we are on the school board there are students out there who are relying on us as a board to make the accurate, current and correct choices.

John Bole stated in doing this it will help the superintendent improve and make him accountable which will help him become better at what you've hired him to do. We have the SOPPAS process where all of the teachers are evaluated and you are doing the exact same thing as a board with the superintendent.

Spang stated she feels we don't have the training to perform evaluations and we need the training.

Scalpcane stated he has a problem with superintendent's not filling out leave slips when they take time off. When they are not rehired they leave with a substantial amount of money.

John Bole stated those are areas maybe the board chair can meet with the superintendent and let him know what is expected of him based on his contract.

Board Chair stated this contract specifies he only notifies the board chair and clerk for sick leave he takes it doesn't specify that for vacation (annual) leave.

John Bole suggested speaking with the MTSBA on receiving copies of superintendent contracts.

Bement asked if the Board Chair can take action on him without the board included. Can she take that amongst herself and speak with the superintendent regarding issues that need to be discussed with him.

John Bole made some suggestion but wasn't sure on the legal ramifications of this but to speak on a mentor level and explained his experiences.

Board Chair asked the clerk if she had received any leave slips from the superintendent. Clerk stated the payroll person is the one that receives all of the leave slips.

Scalpcane stated at one point there was an incident's that happened at the high school they give him the impression they want to cover them up. A few years back a student got shaken up, roughed up physically by a teacher and that portion of the video disappeared so nothing could be done. Way later he found out there was a witness who wrote a statement which could've been used at the time.

Knobloch stated it happens a lot with our IT department she had witnessed it a couple of times when she worked at the high school.

Spang said it all falls back on not making staff accountable charges need to be filed when incidents like this occur.

Scalpcane stated at the time the person who wrote the incident stated he gave the statement to the superintendent and nothing was done with it.

Bement stated the board chair and vice chair should be able to sit down with the superintendent making him aware of these issues or he will face consequences.

Discussion on whether the board can come up with some policies to make regarding the superintendent contract.

John Bole stated it's too late because this contract is already approved so it will supersede any new approved policies.

Board Chair stated so we cannot change anything on this contract even if we wanted to.

John Bole stated you could if he agreed but if he didn't request any changes then there is nothing the board can do at this point.

Knobloch asked if the superintendent has the right to make deals with newly hired teacher's funds to continue their education.

John Bole said the bigger challenge would be if the union confronted the issue. Right now the superintendent has funding sources to offer this to any teacher through SIG.

Bement stated any type of deals made he wants to know so that when he's out in the community when asked he can answer questions.

Bole state again that would be making him accountable when needed but not micro managing.

Knobloch stated we are micro managing because the superintendent doesn't provide us with any information we ask of him.

Scalpcane moved and Bement seconded to approve of the Superintendent Contract requiring him to sign it by July 16, 2012. All voted in favor.

AJOURN Scalpcane moved and Knobloch seconded to adjourn the meeting at 7:55 pm. All voted in favor. Meeting adjourned.



Suzette Cain, Chairperson



Lana Robinson, District Clerk