

**PRYOR SCHOOL DISTRICT NO.'S 2&3
REGULAR BOARD MEETING AGENDA
THURSDAY DECEMBER 14, 2023, 5:30 PM**

MEETING WILL BE HELD IN THE ARROW CREEK ELEMENTARY SCHOOL LIBRARY

- 1) CALL TO ORDER**
- 2) ROLL CALL**
- 3) PUBLIC COMMENT**

The Board recognizes the value of public comment on educational issues and the importance of involving members of the public in its meetings. The Board also recognizes the public's statutory and constitutional rights to participate in governmental operations. This includes the right of parties to speak in languages other than English, including but not limited to the Crow language. In order to permit fair and orderly expression of such comment the Board will permit public participation through oral or written comments prior to a final decision on a matter of significant interest to the public. The chair may control such comment to ensure an orderly progression of the meeting. Individuals wishing to be heard by the chair shall be first recognized by the chair and after identifying themselves will proceed to make comments as briefly as the subject permits. The chair may interrupt or terminate an individual's statement when statements are out of order, too lengthy, personally directed, abusive, obscene, or irrelevant. The entire board shall have the final decision in determining the appropriateness of all such rulings. Members of the public shall be recognized and allowed input during the meeting, at the discretion of the chair. It is important for all participants to remember that board meetings are held in public but are not public meetings. If the Board understands the language of a public comment, translation is not automatic, and the Board will proceed forward with meeting business. Upon request, the Board will provide translation of public comment or business discussion conducted by the Board. Social conversation not in relation to decision-making at meetings will not be translated.

- 4) APPROVAL OF CONSENT AGENDA Administrative Reports**
 - Superintendent report (Kitchen, Maintenance)
 - Principal
(Custodian)
 - Business manager
 - IT report
 - AD report

5) APPROVAL OF AGENDA

6) APPROVAL OF MINUTES

- a. Regular board meeting minutes 11/14/2023
- b. Special board meeting minutes 11/28/2023
- c. Executive meeting minutes 11/14/2023

7) PAYROLL, WARRANTS, AND CLAIMS

8) PERSONNEL ITEMS

- a. Substitute Approval
- b. Staffing
- c. Approval of Classified CBA
- d. ESSER III Approvals
- e. District Clerk Discussion
- f. Athletics Discussion

9) OLD BUSINESS

- a. Construction Update
- b. Approve Board Policies

10) NEW BUSINESS

- a. Graduation X (honor FERPA rights)

11) LEGAL

12) FUTURE BOARD MEETINGS

13) ADJOURN

Depending on issues that come up during the meeting, the board may determine that the demands of individual privacy clearly exceed the merits of public disclosure and the board chair may close the meeting if deemed the discussion relates to a matter of individual privacy. MCA 2-3-203 (3) The

presiding officer of any meeting may close the meeting during the time the discussion relates to a matter of Individual privacy and then If and only if the presiding officer determines that the demands of Individual privacy clearly exceed the merits of public disclosure. The right of individual privacy may be waived by the individual about whom the discussion pertains, and, in that event, the meeting must be open, An informal, no-host gathering may be held after adjournment of the meeting. As in accordance with Montana law, no Board business will be discussed, and no decisions made. It is solely for informal, social matters.

**PRYOR SCHOOL DISTRICT NO.'S 2&3
REGULAR BOARD MEETING MINUTES
THURSDAY DECEMBER 14, 2023, 5:30 PM**

MEETING WILL BE HELD IN THE ARROW CREEK ELEMENTARY SCHOOL LIBRARY

1) CALL TO ORDER

6:15 P.M.

2) ROLL CALL

Valeen Plainfeather present, Sereatha Kills Pretty Enemy present, Cynthia Brown present.

3) PUBLIC COMMENT-None

The Board recognizes the value of public comment on educational issues and the importance of involving members of the public in its meetings. The Board also recognizes the public's statutory and constitutional rights to participate in governmental operations. This includes the right of parties to speak in languages other than English, including but not limited to the Crow language. In order to permit fair and orderly expression of such comment the Board will permit public participation through oral or written comments prior to a final decision on a matter of significant interest to the public. The chair may control such comment to ensure an orderly progression of the meeting. Individuals wishing to be heard by the chair shall be first recognized by the chair and after identifying themselves will proceed to make comments as briefly as the subject permits. The chair may interrupt or terminate an individual's statement when statements are out of order, too lengthy, personally directed, abusive, obscene, or irrelevant. The entire board shall have the final decision in determining the appropriateness of all such rulings. Members of the public shall be recognized and allowed input during the meeting, at the discretion of the chair. It is important for all participants to remember that board meetings are held in public but are not public meetings. If the Board understands the language of a public comment, translation is not automatic, and the Board will proceed forward with meeting business. Upon request, the Board will provide translation of public comment or business discussion conducted by the Board. Social conversation not in relation to decision-making at meetings will not be translated.

4) APPROVAL OF CONSENT AGENDA

Motion to approve consent agenda

Motion Valeen Plainfeather

2nd By Sereatha Kills Pretty Enemy

Cynthia calls to amend and remove 6B the date 12/1/2023 Remove 9C & move to January 9th 2023.

Vote **All voted in favor,** Valeen Plainfeather agrees, Sereatha Kills Pretty Enemy agrees,

Cynthia Brown agrees. All agreed, motion carried

Administrative Reports

Superintendent report-Written Report Given-Coal Board meeting for the Big Horn county. I got up in front and we were granted \$83,700 for the roof. The report was estimated at \$107,000. We went with the most expensive firm. Tsukat agreed to do the roof for \$80,000. In January the money will be given through acceptance letters. There are no matches needed. We present a report after the money is spent in a year, which was agreed. Bed Bug issue, we found bed bugs on students, not directly in the classroom. (Custodian-change up their routes/responsibilities, clean building, ground around the school are the maintenance.)

Sampson joined the meeting at 6:29 p.m.

(Kitchen, Maintenance)-the truck is in the shop, a valve needs fixing. Boiler #1 out of 4 is blowing out cheap parts. Service 4 states with two guys. We are going to try "Allied Mechanical". The seats were replaced in the gym. Replacement for all seats \$5,500 total. MDU is going to be here today or tomorrow to install the gas meters. Cleaners can come and clean it all out. Re-evaluate the housing units for fixture, one house requires re-piping-we do not have this in the budget, we may look at removal.

Sampson-this was the only other unit? **Eric**-yes, mirrors, gym seats, buses & bus barns. What do we do with all of the possessions at this point? We have offered her to come get it, we could offer anything decent to the community. Plan is 2 weeks for her to get it out.) Covid policy no longer exists due to more knowledge and following the other schools & guidelines. Big Sky is offering our kids to go skiing for our students. Loren Rausch has taken on the responsibility to make this happen. Late January, early February. Community outreach-we will continue to go out and reach out with the community. Half our time has been spent on basketball issues. It's a community issue, more discrepancies.

Principal-I have been very busy, teacher observations, 6 currently needing to finish. Basketball concerns, instructional coach, reading specialist, we are working on moving money where it is needed, Step grant, gear up grant. Constructing collaborative teams, JOM committee, OPI, 7 teachers will be working on a teaching tool, time &

students. They will not be happy, learning tools to help them be the best that they can be.

Business manager-Standard Payroll, final term of ESSER budget, we invite the board to join us. Most of the money is tied up in construction. **Candis**-we may have to lay-off 2 para's. We may have it covered. Final audit results back from last year's audit. We have responded, the state agreed with the plan.

IT report-catching up on everything.

AD report-Written Report Presented

Eric-Any questions regarding the administrative reports?

No questions

5) APPROVAL OF AGENDA

Cynthia calls for a motion to approve the agenda

Motion Sereatha Kills Pretty Enemy

2nd By Valeen Plainfeather

Vote **All voted in favor**, Valeen Plainfeather agrees, Sereatha Kills Pretty Enemy agrees, Sampson DeCrane agrees, Cynthia Brown agrees. All agreed, motion carried.

6) APPROVAL OF MINUTES

a. Regular board meeting minutes 11/14/2023

Cynthia calls for a motion to approve the regularly board meeting minutes for 11/14/2024

Motion Sereatha Kills Pretty Enemy

2nd By Valeen Plainfeather

Vote **All voted in favor**, Sampson DeCrane agrees, Valeen Plainfeather agrees, Sereatha Kills Pretty Enemy agrees, Cynthia Brown agrees. All agreed, motion carried.

b. Special board meeting minutes 11/28/2023 change to 12/1/2023

Cynthia-calls for a motion to approve special board meeting minutes for 12/1/2023

Motion Sampson DeCrane

2nd By Sereatha Kills Pretty Enemy

Vote **All voted in favor**, Sereatha Kills Pretty Enemy agrees, Sampson DeCrane agrees, Valeen Plainfeather agrees, Cynthia Brown agrees. All agreed, motion carried.

c. Executive meeting minutes 11/14/2023

Cynthia calls for a motion to accept executive meeting minutes.

Motion Sampson DeCrane

2nd By Valeen Plainfeather

Vote **All voted in favor**, Sereatha Kills Pretty Enemy agrees, Valeen Plainfeather agrees, Sampson DeCrane agrees, Cynthia Brown agrees. All agreed, motion carried.

7) PAYROLL, WARRANTS, AND CLAIMS

Cynthia calls for a motion to accept payroll, warrants, & claims

Motion Sampson DeCrane

2nd By Valeen Plainfeather

Vote **All voted in favor**, Sampson DeCrane agrees, Sereatha Kills Pretty Enemy agrees, Valeen Plainfeather agrees, Cynthia Brown agrees. All agreed, motion carried.

8) PERSONNEL ITEMS

a. Substitute Approval

Cynthia- calls for a motion to approve the substitute list

Motion Sereatha Kills Pretty Enemy
2nd By Sampson DeCrane
Vote **All voted in favor**, Valeen Plainfeather agrees, Sampson DeCrane agrees, Sereatha Kills Pretty Enemy agrees, Cynthia Brown agrees. All agreed, motion carried

b. Staffing

Candis-2 open positions that I have been interviewing for; paraprofessional & night monitor.
Paraprofessional-Leo Stewart Jr. has been subbing for 2 weeks & a male was requested for this position.

Night Monitor Position-Recommended is Roy Caufield.

Cynthia-Para hire-when Sarah was released, how do we go about this with seniority, or do you go with the recommendations? **Eric**-We interviewed those who applied for it. I did discuss it.

Cynthia-Recommendation is Leo Stewart? **Candis**-Yes

Cynthia calls for a motion to hire Leo Stewart Jr. as paraprofessional.

Motion Sampson DeCrane

2nd By Valeen Plainfeather

Vote **All voted in favor**, Sereatha Kills Pretty Enemy agrees, Sampson DeCrane agrees, Valeen Plainfeather agrees, Cynthia Brown agrees. All agreed, motion carried.

Night Watch Hire

Cynthia calls for a motion to hire Roy Caufield

Motion Sereatha Kills Pretty Enemy

2nd By Sampson DeCrane

Vote **All voted in favor**, Sampson DeCrane agrees, Valeen Plainfeather agrees, Sereatha Kills Pretty Enemy agrees, Cynthia Brown agrees, motion carried.

c. Approval of Classified CBA-Tabled until January 9th

d. ESSER III Approvals

Three items, tables & chairs with smooth surfaces. Technology improvements-Randy-not to exceed 18K. Learning Pavilions: Basketball court, greenhouse, allow the community to have an opportunity. **Sampson**-some courts have awning, night watch could help right? Risks to it of destruction. One line item-greenhouse has been installed. Outdoor pavilion.

Cynthia calls for a motion to accept Esser III approvals:

Motion Sampson DeCrane

2nd By Sereatha Kills Pretty Enemy

Vote **All voted in favor**, Valeen Plainfeather agrees, Sampson DeCrane agrees, Sereatha Kills Pretty Enemy agrees, Cynthia Brown agrees. All agreed, motion carried.

e. District Clerk Discussion

Executive session at 7:15 p.m.-7:58 p.m.

Break 7:59 p.m.- 8:09 p.m.

f. Athletics Discussion

Letter from family of a student

Eric-AD was being spoken to by parents, moved from varsity & JV. When he was confronted, refused to write a formal complaint. Formal complaint is in front of you.

Cynthia-student has been here, Summer she wanted to be here, time & effort. Why are you not on varsity? **Robyn**-nothing in writing to show us, where is his back up? **Cynthia**-have you talked to the assistant coach Angel? **Robyn**-she said she doesn't agree with him. **Kenny**-she

was able to make a team elsewhere, we attended the metra tourney, the team had 8 players. The only one who didn't have 12 players, she is a senior and she wasn't playing. We got his cell phone number from the Ad director, and we requested a refund. The front office at the metra said the AD has to approve the refund. He did not respond to my text or phone call. We had to take leave. Upsetting, why isn't she playing when she dedicated herself during the off-season? We are here to advocate for you. **Candis**-can you explain to me why? **Student 1**-day before, he had a freshman from JV play for varsity. When he was talking, who was eligible, had us raise our hands. Me, my sister, 2 other students, I don't know if you can play or not, I have the rules. When it came the day of, he allowed other players to play. How many other girls played? **Student 1**-3 other players **Sampson**-he didn't say anything? **Robyn**-he has 14 players that he can play. **Candis**-did we have a conversation about 1 of the players that put soap in your drink? You are low key bullied. Based on history, their coach, as a principal that does not have it, is not acceptable. **Carol**-he was always texting me back and I have it. I would see him, he stopped, when I saw him, he said do you have a text? The office here at the metra, family needs to be reimbursed, I did not get reimbursed. He wouldn't respond, so I dropped off my granddaughters. **Student 1** & **Student 2** wanted to be a part of the team. If you go and tell the metra, my daughter's tickets will be reimbursed. I talked with Ad's mom as I work on a board. She said it's not my business. I told him, I couldn't get the tickets reimbursed. I gave the kids the tickets for reimbursement of the tickets, and he told **Student 1** that they could not get reimbursed. He answered another grandparents' calls, he's related to a player on the team. A mom and grandparent are related. **Robyn**-it feels that there is something against us. **Candis**-do you have the tickets? **Robyn**-yes **Candis**-bring them today.

Student 1 has played basketball her whole life, she is a senior, negatively impacted her ability to play emotional distress, accountability of being a coach, promoted to varsity. I want to know what kind of chart to determine her not being considered. Why are there 14 spots? The team should have a full squad. Proper background check of previous schools. Possibly his removal, regarding separation findings. **Candis**-I have had rumors of other schools, has he had any negative gestures towards you? Does he allow other players to do so? **Student 1**-No **Vance**-father, I held back to fight him, focus on your studies. In crow, we speak Crow, we love our daughters, we take care of them, we don't walk around without shirts in front of our daughters. We don't do that in front of girls. FERPA laws- he brought names from other schools, from Rocky Boy. As an educator, we don't talk about other students. If he's a teacher, we don't talk about another student. He said the girls' parents were drug addicts, and talked about how he had to pick up the girls for practice. This was at a potluck we had, he talked about it. Disclosed former players. **Eric**-concern and talking about other students and schools. **Cindy**-what's the purpose of it? **Robyn**-I didn't think that was right. **Sampson**-request executive. **Carol**-I'm going to speak in Crow and I'll translate it into English the best way I can. In our culture we are caring, when you go and talk to someone if this was years ago, compassion, pity, we have a lot of that being Crow. I don't see this in him. He is not willing to do that. In the Crow way, when you plead with somebody, you work with them, that's what I said in the Crow language. You as administrators & the board will do something to help her. **Jason**-emotional distress has caused trauma. She is lucky to have a 2 parent home. If it was any other child, you would see problems with substance abuse. Give her the benefit of the doubt.

Executive 8:33 p.m-8:55 p.m.

Cynthia-informed the family that the superintendent will talk to the attorney.

Meeting continued: 9:03 p.m.

Eric-the next agenda item is about the attendance, 10 day policy. This does not matter due to 23 absences. The student has had continuous absences. Absences from 2nd period. He shows up more for the other classes. He currently has 0 credit. Reverse & give credit. Eligible

to get credit. Same thing he would need to get eligible. Right now according to policy he has 0's. **Candis**-Math & English? **Jason**-1st period class is shop. **Eric**-The student has an LBHC course, Dale would have told him, do this and you will have a passing grade. Policy, you can rescind that, board decision. **Jason**-I think it's important, the habit, internally, I'm not saying he is in the right. What class is he intentionally missing? **Eric**-The student hasn't come to school, sleeping in class, if those things are not working, I talked to him about not liking his teacher, you still have to do the work. Issues with the teacher, he hasn't been coming, he needs to show up and do the work. I talked with his grandmother and said that he needs to do the work. **Candis**-the pain that I could see with this student, I do not feel whether or not he sees credit. Next semester, he can be moved to credit recovery. **Eric**-the student wants to play basketball, needs to pass the class. I have offered, the student can come to my office at lunch, I can tutor him, Rausch, Dr Day has offered. **Sampson**-an agreement between the board and the student, to go with the policy, Christmas break he could catch up. Is there any other place where he could do the work? **Candis**-Yes **Eric**-not going to class, would be helpful, I was thinking, put a laptop with a video to watch her period, help out during that period. However we work this out, options for help. The student doesn't show up. **Jason**-the folder that the student completes, he brings back, I helped him with one packet, he did the other on his own. **Eric**-2 grades, C, 100 & a 0. **Jason**-we were under the impression that he cannot make it up. The work that he turned in. **Jolene (grandmother)**-even if he turns it in, 50% of his grade. **Eric**-I wouldn't say that about him. **Jolene**-to me maybe he has issues, counselor, we recommended that to him. Dr's note. Why is it that he didn't reach out to him? I've talked to others regarding students, it's to a point where there is a failing grade, not able to participate in basketball. This student feels bad and not encouraging, is there concrete evidence that this student is being reached out to? **Eric**-emails, the student is showing up at school & doing his work. He can do it, I know he can do it, he's smart and he can do it. **Jolene**-he had a NASA teacher here, he is impressive. For whatever reason he doesn't want to attend his class. **Jolene**-accepted the Ad's about the qualifications of the rules. **Eric**-No F or 2.0, can that be changed? **Eric**-the board can make changes. **Jolene**-I know now it can't be changed, unless the board makes that change. **Eric**-different situation with another student. This is not a teacher issue, the student is not showing up and not doing his work. He needs to pass the work. **Jolene**-he is a student, and he needs to be helped. **Eric**-If he chooses not to do the work. **Jason**-It's the same thing, sleeping in class, assignment. **Eric**-It's not what the teacher said. **Candis**-There's 12 packets, the ones from the first quarter. **Eric**-if a child sleeps in class, you can't count a child, they are tardy. **Jolene**-same thing? **Cynthia**-as a board, **Eric**-I will recommend for the board to pass his class and do the work, state law. **Sampson**-the work if he gets 100% of late work, not graded to 100%? **Candis**-vote regardless of the absences, are you going to do this for the 36 students? **Eric**-All other students, the same for all and it does open up the doors. **Sampson**-I agree with it, It would encourage the students. **Cynthia**-I would like to see a contract with another student. Mental health is a big thing. **Eric**-I want him to have the chance, we can't give the student a free grade, it's state law. **Cynthia**-If we can see those contracts, write and hold the contracts. Once basketball season is over, are all these students going to be absent? **Sampson**-we're not at the point. **Eric**-begin a Crow league for the students, it may take extra. **Jason**-last 2 emails, the reason not lectured, work was considered to be napping, reason for not being graded. Response-brand new policy as of last Monday, any assignment, full credit, does it have to go through the board? **Eric**-teaching matter, board and superintendent cannot, it's policy. **Jason**-Has it been notified to the public, my communication has been held up with the counselor. I have all the communication through email, ones more active, why shut him out? She (teacher) could speak on her own behalf. **Eric**-she cannot due to verbal abuse. **Jolene**-my granddaughter was transferred from Hardin to Bozeman, she went through a personal matter. **Eric**-parents have access to infinite campus, progress reports, constant contact. **Jolene**-what about their homework? I'm not looking for an excuse. **Candis**-do we

send an alert when an assignment is missing? **Jolene**-my concern is how he was addressed, The student in the classroom, he's trying, gave his homework, Ms. Day, it seems she turned around. I'm not grading you. Needs to be treated on an equal basis. Personality clash, it comes to this. **Candis**-conflict of interest, decision to pull the student from the class for credit recovery. Tutoring with Mr. Terrill, pulling from the class to sit in my office, I can help with the student's class, the student can continue to try to do his math. Best I can do, moving forward, if this is what the board decides, is to write the contract for the Superintendent, the board is satisfied, and request every missing packet the student has. Help the student get this done, help the student in his moment of need, I am going to do everything I can do to help the student according to board policy.

Cynthia-initial students, calls for a motion to accept the contract for the 36 students

Motion Sampson DeCrane

2nd By Valeen Plainfeather

Vote **All voted in favor**, Sampson DeCrane agrees, Valeen Plainfeather agrees, Sereatha Kills Pretty Enemy-abstains, Cynthia Brown agrees. Motion carried 3 votes to 1 abstained, motion carried.

9) OLD BUSINESS

a. Construction Update

Breaking ground this week for the gym addition. **Cynthia**- where are the rocks from the old building? **Eric**-I will ask maintenance,

b. Approve Board Policies

Eric-All changed from will to shall. Material changes, policies per say. It's been edited. "Will-to-shall".

Cynthia-calls for a motion to approve the board policies.

Motion Sampson DeCrane

2nd By Sereatha Kills Pretty Enemy

Vote **All voted in favor**, Valeen Plainfeather agrees, Sereatha Kills Pretty Enemy agrees, Sampson DeCrane agrees, Cynthia Brown agrees. All agreed, motion carried.

10) NEW BUSINESS

a. Graduation X (honor FERPA rights)

Candis-according to policy, no waiver, performance levels, age maturity, warrior student 2nd year senior. Grant this student the waiver and grant him his diploma, learning ability, Claire Mott, had he received an IEP, he was not placed in special education services. My request is to grant him his diploma. **Eric**-he needed an IEP from Freshman year. He is not able to move on. He is at a level where he can go out and get a job. Recommendation is that he can get a diploma and move on with his life. **Sampson**-he is on an IEP now? **Eric**-we tried, but he refused. **Candis**-he comes to school, has a lack of ability. Do I think he'll take this diploma for college, no, work yes. **Eric**-he has reached his peak. **Candis**-he's always here, auditory issues.

Cynthia calls for a motion to grant S.S.B., a diploma for graduation.

Motion Valeen Plainfeather

2nd by Sampson DeCrane

Vote **All voted in favor**, Valeen Plainfeather agrees, Sampson DeCrane agrees, Sereatha Kills Pretty Enemy agrees, Cynthia Brown agrees. All agreed, motion carried.

11) LEGAL (No Updates)

12) FUTURE BOARD MEETINGS

- **Special Board Meeting Tuesday December 19th 5:00 p.m.**

Post the agenda for Candis tomorrow

- **Regular board meeting January 9th at 5:30 p.m.**

13) ADJOURN

9:53 p.m.

Cynthia-calls for a motion to adjourn.

Motion Sampson DeCrane

2nd By Valeen Plainfeather

Vote **All voted in favor**, Sampson DeCrane agrees, Valeen Plainfeather agrees, Sereatha Kills Pretty Enemy agrees, Cynthia Brown agrees. All agreed, motion carried.

Depending on issues that come up during the meeting, the board may determine that the demands of individual privacy clearly exceed the merits of public disclosure and the board chair may close the meeting if deemed the discussion relates to a matter of individual privacy. MCA 2-3-203 (3) The presiding officer of any meeting may close the meeting during the time the discussion relates to a matter of Individual privacy and then if and only if the presiding officer determines that the demands of Individual privacy clearly exceed the merits of public disclosure. The right of individual privacy may be waived by the individual about whom the discussion pertains, and, in that event, the meeting must be open. An informal, no-host gathering may be held after adjournment of the meeting. As in accordance with Montana law, no Board business will be discussed, and no decisions made. It is solely for informal, social matters.