

**PRYOR SCHOOL DISTRICT NO.'S 2&3  
REGULAR BOARD MEETING AGENDA  
TUESDAY APRIL 11, 2023, At 5:00PM**

**MEETING WILL BE HELD IN THE PLENTY COUPS HIGH 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  
(21st Century, Gear-Up)  
(Kitchen, Maintenance)  
(Custodian)  
Business manager  
IT report  
AD report

**5) APPROVAL OF AGENDA**

**6) APPROVAL OF MINUTES**

- a. Regular school board meeting minutes March 14, 2023

**7) PAYROLL, WARRANTS, AND CLAIMS**

**8) PERSONNEL ITEMS**

- a. Ratify Certified CBA
- b. Approve SY23/24 Coach Advertisement
- c. Health Insurance Approval
- d. Teacher Renewal/Non-Renewal
- e. Approve Financial Consultant Contract
- f. Housing Request Approval
- g. Principal Hire
- h. School Counselor Hire
- i. Approve Athletic Director Advertisement

**9) OLD BUSINESS**

- a. JGA Updates

**10) NEW BUSINESS**

- a. Exit Completion Return to School/Covid Pay Re-visit
- b. Overnight/Backpack Adventure Field Trip Approval
- c. SB307 Levie Increase
- d. Pet Policy
- e. Approval of Firearm

**11) LEGAL**     Updates by Kaleva Law Firm

## 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**  
**TUESDAY APRIL 11, 2023, At 5:00PM**

**MEETING WILL BE HELD IN THE PLENTY COUPS HIGH SCHOOL LIBRARY**

**1) CALL TO ORDER**

5:35 p.m.

**2) ROLL CALL**

**Marla Goes Ahead present, Sereatha Kills Pretty Enemy present, Cynthia Brown Present**

**3) PUBLIC COMMENT**

**Cynthia Brown/Board Chairman read intro.**

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**

**Cynthia calls for a motion to approved consent agenda**

**Motion** Marla Goes Ahead

**2nd By** Sereatha Kills Pretty Enemy

**Vote** **All voted in favor**, Marla Goes Ahead agrees, Sereatha Kills Pretty Enemy agrees, Cynthia Brown agrees, all agreed. Motion carried.

**Administrative Reports**-Eric-attendance has gone down after basketball season. 2 cases of head lice in the elementary school have been resolved. Senior parents have been informed individually for each student and informed them about their grades and what needs to be done.

**(21st Century, Gear-Up)-**

**(Kitchen-Menu submitted.** Custom measure serving platform, grant that needs to be spent. Sysco is working with us to plan a menu and cooking. Cut down on costs for food orders. . **Maintenance**-Craig will be proposing for a part-time helper. Bus barn is up, needs gravel, not in the budget yet, amendment for the gravel. Total completion for Phase 1. The components are not in yet. Finish and begin phase 2 & 3 with the down payment. Roof in the high school needs repair, we may need to pull and replace padding. We will get an estimate. Possible cost save for new solar panels. Patch repair has taken place. Roof leaks in the front entrance, gym leak. Maintenance is seeking a water softener system. )

**(Custodian-classrooms at night** Dennis, Lionel does hallways. Working on what duties, Bathroom doors-need to leave them open for now due to vape. We are working on etc. )

**Business manager**-Next step for EASIE=teacher salaries=parent committee.

Community meeting went well ESSER. Amend funds to get an outdoor basketball court done for remaining ESSER funds Audit-waiting for the auditors, haven't heard from them yet. Stipends for background checks done. Kindergarten round up-small group. Help secretaries get an open house going.

**IT report-Randy-USDA grant=Handout-collaborative grant=LBHC-video** conferencing room to offer dual credit courses for Juniors & SeniorsNursing Home-video conferencing system & connect with the school for remote health care systems to help teach CNA courses for Junior & Seniors., Fish & Game-video conferencing system. Charter Bus-revamp it and make it a mobile learning classroom=We can drive the bus into the community to include the students. Meetings with the tribe etc.

**Bryce joined the meeting at 6:06 p.m.**

We need to work with the tribe.

**AD report**-March was a slow month. Jr. High Boys season is done. Received 2,200 from NFHS. Spring Sports is causing a slow start due to the weather.

Carlson joined the meeting at 6:13 p.m.

Cynthia calls for a break at 6:14 p.m.

Meeting resumed at 6:31 p.m.

Bryce left the meeting at 6:31 p.m.

## 5) APPROVAL OF AGENDA

Motion to approve

**Motion** Carlson Goes Ahead

**2nd By** Sereatha Kills Pretty Eemy

**Vote** All Voted in favor, Marla Goes Ahead agreed, Sereatha Kills Pretty Enemy agreed, Carlson Goes Ahead agreed, Cynthia Brown agreed, all agreed. Motion carried

## 6) APPROVAL OF MINUTES

Cynthia calls for a motion to approve agenda meeting minutes

**Motion** Marla Goes Ahead

**2nd By** Carlson Goes Ahead

**Vote** All voted in favor, Sereatha Kills Pretty Enemy agrees, Marla Goes Ahead agrees, Carlson Goes Ahead agrees, Cynthia Brown agrees, all agreed. Motion carried.

a. Regular school board meeting minutes March 14, 2023

## 7) PAYROLL, WARRANTS, AND CLAIMS

Cynthia calls for a motion to approve payroll, warrants & claims.

**Motion** Marla Goes Ahead

**2nd By** Sereatha Kills Pretty Enemy

**Vote** All voted in favor, Marla Goes Ahead agrees, Sereatha Kills Pretty Enemy, Duke, Cindy all agreed. Motion carried.

## 8) PERSONNEL ITEMS

### a. Ratify Certified CBA

Eric-agreement with the teachers union from 70-80% Insurance plan is over 1,000 a month. Lots of teachers have passed this opportunity. Percentage increase base no increase salary from this year to next year. \$2,500 increase for each teacher. After next year we are losing money for 2 teachers. This increase now helps the salaries for next year. Lots of language for the CBA needs to change and the lawyer is helping. Frozen salaries. Duke-the 80% still is high. Things do change in the future, My concern is what if they all choose to use it? Will we pay more for that? Eric-I talked with Todd, it would not be a huge hit, we would be saving money. As of right now this is the cheapest we can get. Duke-the money from the previous years, took the pre-covid from the last years. We may need to cut down a para or two. Cost cuts would come from maintenance, custodial supplies. Duke-for salaries. Eric-for the ANB count. Duke-we want to increase budget reductions. Eric-doing the increase for the insurance helps the negotiating years. Duke-my concern is the percentage. Eric-need to follow it, work towards the budgets. Our law firm is very helpful and helping with the CBA being ratified. Help make the changes for the 3 year CBA term. We will come forward with the lawyer and board to meet what needs to be met. We have a budget meeting to work towards the budget. Duke-please let me know in the future of the budget meeting. Eric-yes, we invited you for that past meeting, but you were busy at the time.

Eric-let's do the MOU first for approval

**Motion** Marla Goes Ahead

**2nd By** Sereatha Kills Pretty Enemy

**Vote** All voted in favor, Marla Goes Ahead agrees, Sereatha Kills Pretty Enemy agrees, Carlson Goes Ahead agrees, Cynthia Brown agrees. All agreed motion carried.

**b. Approve SY23/24 Coach Advertisement**

Duke-in previous years, it was good to sit down with the coaches. We worked with each coach regarding the wins in a season. It seems we don't have a system in place. Academics is very important if we would like to see the students/athletes. Seeing other schools make it to D1 schools is what I would like to see. We need to shoot for this plan and pursue it.

Eric-we need strong teachers to implement student/athletes.

**Motion** Marla Goes Ahead

**2nd By** Sereatha Kills Pretty Enemy

**Vote** Sereatha Kills Pretty Enemy agreed, Marla Goes Ahead, Carlson Goes Ahead agreed, Cynthia Brown all agreed.

**c. Health Insurance Approval**

Joint Power Trust-Did not match Must, requested a co-pay.

Must Insurance-After speaking with two folks. MUST work with testing done at Billings Clinic.

**Motion** Carlson Goes Ahead

**2nd By** Marla Goes Ahead

**Vote** Sereatha Kills Pretty Enemy agreed, Marla Goes Ahead agreed, Carlson Goes Ahead agreed, All agreed. Motion carried

**d. Teacher Renewal/Non-Renewal**

Cynthia-reads statement regarding the renewal & non-renewal

Corinne, Dale, Joellen, jolene, loren, matt, shannen, Sonya, Valerie, Naryan

**Motion** Duke

**2nd By** Sereatha

**Vote** Marla, Duke, Sereatha, Cindy all agreed

**Non-Renewal**

Sharon Whiteman

Delia Spotted Bear

**Motion** Sereatha

**2nd By** Marla

**Vote** Duke, Marla, Sereatha, Cindy all agreed. Motion carried

**e. Approve Financial Consultant Contract**

Eric-Todd has agreed to stay for another year. We are hoping he will stay with us another year. He may come back.

**Motion** Duke

**2nd By** Sereatha

**Vote** Duke, Sereatha, Marla, Cindy all agreed. Motion carried.

**f. Housing Request Approval**

Eric-still looking for housing. After our current counselor is out of the apartment. You may not be able to get into the apt. Until late June early July.

**Motion** Marla

**2nd By** Sereatha

**Vote** Marla, Duke, Sereatha, Cindy all agreed Motion carried.

**g. Principal Hire**

Eric-recommends Candis Good Knight-Gunn attached is her resume has experience with other tribes. Duke-how many years? Canids-5th year as an administrator. Has done Summer School with the students she serves.

Cynthia calls for a motion

Motion Duke

2nd By Sereatha

Vote Marla, Duke, Sereatha, Cindy all agreed. Motion carried.

h. School Counselor Hire

**Motion to table H.**

Motion Sereatha

2nd By Marla

Vote Duke, Marla, Sereatha, Cindy all agreed. Motion carried.

**i. Approve Athletic Director Advertisement**

**Eric**-Is the board now moving to a one-year contract. **Marla**-A.D. is yearly along with the coaches. The process of redoing the application. Duke question for the A.D.=I feel that evaluations are important. Constructive Criticism=I saw that the office was not in an orderly fashion. Sheets for interviews-Questions were already given to me. **Cornellius**- Questions were set that were given. Written down, in the future needs to be typed up. Claura-was good.

**Duke**-how long have you been the A.D.? **James**-3 years. Job description or budget to go by for the years that I have been in. Coaches override me and tell me that I am not their boss.

**James**-Lots of chiefs and people that override. **Duke**-the word that you are seeking is undermining. **Eric**-we are working on job descriptions and budget to follow in the future. I have worked with him to talk with coaches regarding overspending. Authority issue not only with the A.D. unless I come into play. James-we as administrators have worked hard to get the students eligible. Jr. High Boys & Girls seasons will switch from SEACC to Tri-Valley Fall will switch from Fall to Spring. Marla-it is the coaches responsibility to know that the coaches know their roles, there are times where Assistants fill in for Head coaches. The certificates for M.H.S.A., it would be good for Jr. High coaches attend those.

Cynthia calls for a motion

Motion Sereatha

2nd By Marla

Vote Duke, Sereatha, Bryce, Marla, Cindy all agreed. Motion carried.

**9) OLD BUSINESS**

**a. JGA Updates**

Eric-Articheck & Construction came together for a hard decision.

Handout given to all board members

Issues: Electrical box, Steel Building=3-4 months, HVAC=ordering items. We need to start ordering before moving forward. Steel=\$48,080=down payment. Items can be taken out. We will get this done under budget. The decision making on how everything looks. 10% on steel building. Contractors with final bids. Estimates in the past have risen. ESSER funding, Impact Aid construction grant. We cannot draw down until ESSER funds are used. When we meet our match, we can spend the impact aid grant.

Duke-questions of when the construction down the future.

Motion Bryce

2nd By Duke

Vote Marla, Sereatha, Duke, Bryce, Cindy all agreed. Motion carried.

## 10) NEW BUSINESS

### a. Exit Completion Return to School/Covid Pay Re-visit

Eric-the board 3 years ago during Covid caused a shutdown. We did not go to the reopening plan. Covid plan-need to eliminate, Dr.'s notes that confirmed. No other school in the state is paying for Covid-pay. If the teachers go over the 21 days. Propose to exit this.

Motion Duke

2nd By Bryce

Vote All agreed, motion carried.

### b. Overnight/Backpack Adventure Field Trip Approval

Eric-talked about student increase in student engagement. Dr. Day has proposed to work with Elementary staff for fundamentals of teaching Math, quizzes etc. Dr. Day's second proposal-camping field-trip, Loren Rausch offered to go, parent volunteer. Walking & Measuring embed the Math to do the campsite. Randy-during covid in remote learning, students got disconnected from school. To get kids engaged in school. Every single game for basketball, she attended. She is involved with kids' lives and the kids will be more involved in school. Community help activities, helping elders. This is a grant funded project. Randy-math is being taught again at PCHS. Eric-several students of each grade are at grade level math. Science & Math teachers are collaborating together. Cultural component of the camping. Eric-no action needed, move forward for more information for next meetings.

### c. SB307 Levie Increase

Eric

Motion Duke

2nd By Sereatha

Vote marla, seratha, duke, Bryce, cindy all agreed. Motion carried.

### d. Pet Policy

The issue is are we going to allow pets in the housing? Clause, she is going to fix it. Do we want pets to be allowed with a fee added every month? Board agrees.

Motion to propose a pet policy

Motion Duke

2nd By Sereatha

Vote Marla, Bryce, Duke, Sereatha, Cindy all agreed motion carried.

### e. Approval of Firearm

Trained with certification of a firearm and holding a firearm. Duke-lead towards it. Marla-could we lean towards a tazor? Eric-due to the health risks, would not recommend. Firearm-reason to pull the firearm.I will do more research for the board.

Duke-what is the school going to do with the old elementary. The tribe is interested in the building. LBHC-faced segregation in the past. Students need to know the history of why we have this school. We had to face a racist bus driver. These stories that kids do not realize, this is why we have a school here. Dress code, help each other finish homework. Hair cut was required to be sure the hair was 1 inch above the collar. No excuse for absenteeism.

Randy-would you like Eric to come back with a proposal for the old elementary building.

Eric-I will look forward to gaining more resources for the firearm.

Bryce left the meeting at 8:30 p.m.

STEM Updates:  
Joellen Brennan:  
Step summit with a video of our kids.

**11) LEGAL** Updates by Kaleva Law Firm  
No updates as of tonight  
Call for a quick break at 8:41 p.m.-8:46 p.m.

**12) FUTURE BOARD MEETINGS**  
**May 9, 2023 at 5:00 p.m.**

**13) ADJOURN**

**Motion to adjourn 9:37 p.m.**

**Motion Duke**

**2nd By Sereatha**

**Vote Marla, Duke, Sereatha, Cindy all agreed. Motion carried.**

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