

**PRYOR SCHOOL DISTRICT NO.'S 2&3
REGULAR BOARD MEETING MINUTES**

TUESDAY SEPTEMBER 10, 2024, 5:30 PM

MEETING WILL BE HELD IN THE PLENTY COUPS HIGH SCHOOL LIBRARY

1) CALL TO ORDER

5:55 p.m.

2) ROLL CALL

Sereatha Kills Pretty Enemy present, Channis Whiteman present, Carlson Goes Ahead present.

Absent: Valeen & Sampson

Valeen joined the meeting at 5:58 p.m.

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.

Public comment:

Robert Flat Lip, GPA scores, AED device for an incident that happened in the school. There are programs for CPR/1st aid training for students. Driver's Ed. would be good to have in our school.

Eric: We have a class for CPR training in the works for the school, all teachers are cpr/1st aid certified. Music-We have a grant to help with music on Friday's.

Carlson: Any more public comment.

4) APPROVAL OF CONSENT AGENDA

Administrative Reports

Superintendent report-Attendance has seemed to drop a little bit. Maker Space room; 3d printers, doodle pens, circuit board, drones. A professor from U of M will be helping coordinate that. Basketball court foundations are both being poured and in place. Testing will begin tomorrow. We are ahead of schedule. (Kitchen, **Maintenance:** adhering to teacher requests. Maresco engineer walk-through regarding our major issues & needs. We did not receive the grant for the roof. We have located a major leak in our roof. We need to pull an air handler out which in the past was a \$30,000 quote. Bus Transportation: We are missing stops due to the application. He is working on the greenhouse, maker space, housing etc.

Principal (Gear-Up,Custodian)- I have seen some fantastic teaching, the students enjoy being at school. We will be providing CPR/1st Aid training for students and the kitchen staff. The orders will be in. The students will be enjoying the meals. The elementary curriculum is being built; consistency, begin with everyone being on the same page. State standards for grading. Allow them to move on to the next grade level. Classroom to classroom to identify strengths. PIR days will take place in October. Approve attendance by offering incentives. End of the week Friday. Grading needs to end by the end of the day on Tuesday. Provide a consistent system for grades to know who is eligible from week to week. Hold the students accountable for their grades. Dual enrollment began with Little Big Horn College. The teachers are willing to be flexible with schedules.

Business manager: We got our reports into the county. No missing receipts in July. No missing receipts in July. Esser 3 is being closed out. The final purchases are being closed out. Esser 3 loss of learning, curriculum balance remaining balance is zero. Stem room purchases and will end the ESSER 3 Covid money.

IT report: Star, Wida, and MAST testing, infinite campus robocalls. 1st period unexcused absence robocall. Warrior stem room is in the works with lots of technology. The reports will

go to Eric, Chris, & Randy. **Duke**-would this go against them? **Eric**-No, their privileges would get taken away.

AD report: first football game today, cross country is underway. We hope to go to Red Lodge this weekend. Interviews for sports slots.

5) APPROVAL OF AGENDA

Delete Subsection 8C.

Motion Sereatha Kills Pretty Enemy

2nd By Valeen Plainfeather

Vote **All voted in favor**, Sereatha Kills Pretty Enemy agrees, Valeen Plainfeather agrees, Channis Whiteman agrees, Carlson Goes Ahead agrees. All agreed. Motion carried. 4 yes zero no, zero-abstain.

6) APPROVAL OF MINUTES

a. Regular board meeting minutes 08/12/2024

Carlson calls for a motion to approve:

Motion Sereatha Kills Pretty Enemy

2nd By Valeen Plainfeather

Vote **All voted in favor**, Channis Whiteman agreed, Valeen Plainfeather agreed, Sereatha Kills Pretty Enemy agreed, Carlson Goes Ahead agreed. All agreed. Motion carried.

7) PAYROLL, WARRANTS, AND CLAIMS

Carlson calls for a motion to approve:

Motion Channis Whiteman

2nd By Valeen Plainfeather

Vote **All voted in favor**, Valeen Plainfeather agreed, Sereatha Kills Pretty Enemy agreed, Channis C. Whiteman agreed, Carlson Goes Ahead agreed, all agreed. Motion carried.

8) PERSONNEL ITEMS

a. **Union Grievance**

Carlson-Before I turn the floor to you, I would like to say a few things. I was previously a board member here. The union has a lot of leverage. We are elected, and the union is not. When they come before the board, they come to the school. We have won our past cases. Trustee: natural or legal person who is a benefit to the students number 1. We come in for the hiring of the faculty, staff, bus drivers, for the benefit of the students and safety well-being. We were elected by the community members, is how we get elected. We make decisions that are unpopular. My point is the decision we make, regarding the discipline of employees. The union has been given the leverage. The others were the ones interviewed. Paid dues to watch their backs. You do not invest in our community. Job opening here. The previous board has made poor decisions. I was a negotiator to the past. Some of the coaches we hired were capped. Increases include the union, it gets capped. \$25.00 was requested. If a raise is given to one group, it's given to all. The money comes to the school and to the board of trustees. Bus driver and AD. Other schools are not like that. White man AD, Indian. Rubber stamp. Arbitration to sue. Union CBA agreement. Arbitration decision is final.

Channis-for me, I wasn't chosen. It seems that we don't have power. Difficulty: A coach had a right to sue but didn't do so. We thought it over and we changed it. My son wanted to apply. My own thinking. Why are we elected if we don't have any voice?

Carlson-I will face the community.

Rachel Schrieff MFPE statewide union. Billings education association present. I worked within this community for the local area for four years. It's easy to be angry with

me. I represent the community members. I do not bring forward. I advise them on laws, your local employees are the ones who bring it to me. Contractual language wasn't changed while I was here and in the past. Individual issues regarding pay. The classified employees did not open it. What's best for your budget? I serve 22 different locals in 16 different cities between Roundup, Bridger, Wyola, Broadus etc. I do not reside here. I invest in this. It's my priority to make it. I am happy to talk about what you want to cover. Jess has grieved at the principal, superintendent, board level. The superintendent is guiding this. You do not have to make a decision tonight but need to make a decision within 10 days. The language is in the CBA. We do have to abide in the contract. Arbitration, both sides pay their own freight. Level 1, 2, and currently level 4. The association wasn't happy with arbitration. **Eric**-Respond in writing within 10 days. **Carlson**: The previously one hired did not come to the board. There were two other applicants. It's not an easy position, lots of walking. We are looking out for when the person is single, we know who is who. It's a hard pill to swallow. We do need to sit down and negotiate. **Channis**-We are a small community, both are my nephews, what do I do to flip the coin? Either way, it's a hard decision. The other employee started? **Eric**-Yes **Carlson**-you do not have to deal with that part. 10 days will make the transition. We will not make a motion, we will respond.

b. SY24/25 Sports Hire

Lewis Matalavy: Sports in ice hockey, I have been treated so well here. The students have done an excellent job. I would do the same.

HS Cross Country Assistant

Carlson calls for a motion to hire Lewis Matalavy:

- Motion** Channis Whiteman
- 2nd By** Sereatha Kills Pretty Enemy
- Vote** **All voted in favor**, Valeen Plainfeather agreed, Sereatha Kills Pretty Enemy agreed, Channis Whiteman agreed, Carlson Goes Ahead agreed. All agreed. Motion carried.

Cheerleading advisor

Carlson calls for a motion to hire Julia Plain Bull:

- Motion** Channis Whiteman
- 2nd By** Valeen Plainfeather
- Vote** **All voted in favor**, Valeen Plainfeather agreed, Sereatha Kills Pretty Enemy agreed, Channis Whiteman agreed, Carlson Goes Ahead agreed. All agreed. Motion carried.

Jr. High Volleyball

Kathy is willing to do the books, not coaching. David-maybe appoint the staff. I could talk with the staff and see if the staff is willing.

Jr. High Basketball Head coach:

Carlson requested applicants to speak:

Stanley: Offense: Basketball in Hardin, LG, AZ. Basic skills to help learn high school level basketball. I am not here to be over anybody. I am here to help. Transition is Indian ball. 8th grade is new for the athletes. Not organized, transition is so quick. Attack a zone. B squad has to go back and A squad is allowed to press.

Chris Blacksmith: It begins at Jr. High level, what they bring to the game, you bring it to high school. The boys tend to not remember plays. I brought a 1st place trophy home. You have to adapt to the new game. Adapt to what you're up against.

Valeen left the meeting at 7:25 p.m.

Carlson Goes Ahead: We have good candidates here. **David:** He has all of his credentials. I talked to him, he is willing. He's invested with the team. **Claura:** Credentials> contact with the kids, AED & CPR/Concussion. He is on a volunteer basis. I would like to get him paid, rather than have him volunteer and I would like to recommend him to the table. If we recommend hiring someone else. Jr. high there is no oversight. We ask them but it is not required. Basketball season begins in mid January. They have time to complete that. **Duke:** That's good. How many boys will be participating. We lost four 8th graders. There may be 12. The year before, there were barely any kids due to grades formerly. CBA-current employees are recommended for the vacancies.

Jr. High Basketball Head Coach

Valeen Returned at 7:38 p.m.

Carlson calls for a motion to hire Chris Blacksmith :

Motion Channis Whiteman

2nd By Sereatha Kills Pretty Enemy

Vote **All voted in favor,** Sereatha Kills Pretty Enemy agrees, Channis Whiteman agrees, Valeen Plainfeather agrees, Carlson Goes Ahead agrees. All agreed. Motion carried.

High School Golf

David-Cyrus Caufield was originally selected as track but I would like to request that he be hired for Golf since he has experience. We could then hire another applicant in his place.

Carlson call for a motion Cyrus Caufield:

Motion Sereatha Kills Pretty Enemy

2nd By Valeen Plainfeather

Vote **All voted in favor,** Channis Whiteman agreed, Valeen Plainfeather agreed, Sereatha Kills Pretty Enemy agreed, Carlson Goes Ahead agreed. All agreed. Motion agreed.

JH Track & Field Assistant

Carlson calls for a motion to hire Melton Spotted Bear Jr.:

Motion Channis Whiteman

2nd By Sereatha Kills Pretty Enemy

Vote **All voted in favor,** Channis Whiteman agreed, Sereatha Kills Pretty Enemy agreed, Valeen Plainfeather agreed, Carlson Goes Ahead agreed. All agreed. Motion agreed.

High School Football assistant

David-The selected candidate, Tyrin resigned his position. Dale Bernard was hoping to step down & allow others to take the position. He has been at every practice and has assisted. He has taken his coach tests. I recommend Dale Bernard.

Carlson Calls for a motion to hire Dale Bernard:

Motion Sereatha Kills Pretty Enemy

2nd by Channis Whiteman

Vote **All voted in favor,** Channis Whiteman agreed, Sereatha Kills Pretty Enemy agreed, Valeen Plainfeather agreed, Carlson Goes Ahead agreed. All agreed. Motion carried.

Duke-Compared to last year, Tray has done a lot of improvements. **Eric-**Does a good job with following the procedure.

d. Yellowstone-West/Carbon County Special Services agreement

Motion to appoint Christopher McCrea representative for PPS 2 & 3

Motion Sereatha Kills Pretty Enemy

2nd By Valeen Plainfeather

Vote **All voted in favor**, Channis Whiteman agreed, Valeen Plainfeather agreed, Sereatha Kills Pretty Enemy agreed, Carlson Goes Ahead agreed, All agreed. Motion carried.

e. Superintendent Contract

Eric-I am requesting \$2,500 to take my contract to \$110,000. We are a small school, making less than others. I believe this position was given. It is the board's decision. 10th year in education, 3 different businesses formerly. Worked full-time as a Sheriff's deputy. Knowledge of business management. I supervised several employees. I am an engineer and marketing guy. We had a factory from China. Co-Ran with my wife with a co care program for elders. Supervised: CNA's etc. We want to show educational improvements. If in 2 years, the test scores are not up, you can fire me. Carlson: We have expired three? Implement education. I grew up in a native family. I have worked in a rural family. I have experience. A minimum, and if you would enter in the other. This is what I would like to present.

Duke calls for a motion to accept the superintendent contract salary increase:

Motion Channis Whiteman

2nd By Valeen Plainfeather

Vote **All voted in favor**, Sereatha Kills Pretty Enemy agrees, Channis Whiteman agrees, Valeen Plainfeather agrees, Carlson Goes Ahead agrees. All agreed. Motion carried.

f. Education Interim Committee

Eric- There is a training that we attend, myself & board members. Film production and Construction opportunities for the students. The students have the opportunities to go into these programs. Rivier is working on being an electrician. The new system allows the kids through weaknesses. We need the superintendent and a board member. It's an opportunity to be willing to do this with me:

Channis is accepting the opportunity to work with Eric to do a presentation. We do have the opportunity to pull out.

9) OLD BUSINESS

a. Construction Update

Still on schedule, construction week update. We hope for another month or two.

b. Bus Driver Hire

We talked about this. The bus driver doesn't want the offer of \$25.00 an hour.

10) NEW BUSINESS

a. Checks termination approval

Carlson calls for a motion to approve the request of the business manager:

Motion Sereatha

2nd By Valeen

Vote **All voted in favor**, Valeen Plainfeather agrees, Channis Whiteman agrees, Sereatha Kills Pretty Enemy agrees, Carlson Goes Ahead agrees. All agreed. Motion carried.

b. Housing Request

Eric-at this time, David Turns Plenty III has requested to be placed on the waiting list for housing.

Claura-He would be 2nd on the list as there is another staff member who has been approved.

11) LEGAL

Eric-There is a complaint at hand.

12) FUTURE BOARD MEETINGS

Carlson calls Regular board meeting for:

Monday October 7, 2024 at 5:30 p.m.

Carlson- Board retreat; get prepared for the negotiations.

We need to discuss other matters. Get training for the board policy. We need to do it.

Eric-Do we need to incorporate our lawyer.

The last week of this month for September 30, October 1, 2, 3, 2024. Sereatha has a request for a Friday October 4, 2024.

David-Team rules and requests for a special board meeting.

Carlson calls for a Special Board meeting for:

Friday September 13, 2024. 10:00 a.m.

Carlson: Once every 6 months, Have one steak dinner.

Eric-I apologize for the documentation of the union grievance.

13) ADJOURN

Duke calls for a motion to adjourn the meeting at 8:28 p.m.

Motion Channis Whiteman

2nd By Valeen Plainfeather

Vote All voted in favor, Channis Whiteman agrees, Valeen Plainfeather agrees, Sereatha Kills Pretty Enemy agrees, Carlson Goes Ahead 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.