

HARLEM PUBLIC SCHOOLS
Regular Board Meeting
April 21, 2020

ROLL CALL/CALL TO ORDER

Chairperson Johnathan Walker called the meeting to order at 6:02 PM. Trustees present were Johnathan Walker, Valerie Blackcrow, Dean Doney, Kathleen Adams and Clayton Talks Different. Doreen Warren, Superintendent (via Zoom) and Lori Owens, Business Manager/Clerk were present. Multiple guests attended the meeting in person and via Zoom.

A. GUESTS AND DELEGATIONS

Crystal Doney invited the trustees to attend a virtual induction ceremony for National Honor Society. She also asked, on behalf of the Seniors, to not cancel graduation. They have alternate plans in mind. She asked that the students be given gift cards in lieu of the senior trip. Lori Owens explained the legal restrictions regarding student account spending. Donald Longknife suggested using Spring Coach money for scholarships.

B. UNANIMOUS CONSENT AGENDA

Blanket motion by Dean Doney to approve:

1. Minutes of the March 22, 2020 Regular and March 25 and April 7, 2020 Special Board meetings.
2. Payroll Warrant number 77965-78024 in the amount of \$672,630.53.
3. Claim Warrant number 18554-18576 in the amount of \$232,158.82 and void warrant #s 18531, 18532, 18533, 18534, 18535, 18539, 18541, 18542, 18543, and 18545.
4. Student Account check number 21930-21932 in the amount of \$242.66.
5. Purchase Orders over \$10,000: None

Second by Kathleen Adams and motion carried 5 for.

C. PROGRAM REPORTS

Doreen Warren accepted resignations from Patricia Garcia effective 3/27/20 and Erica Collins effective at the end of the school year. Lori Owens, Bonnie Nessler, Laramie Schwenke, Shiloh Seymour, Evelyn Bigby, Cheryl Hawley, Robert Bear, and Marty Dirden reviewed their written reports.

D. SUB PAY INCREASE

Motion by Clayton Talks Different to set the substitute teach pay rate for 2020-21 at the beginning Paraprofessional II rate of \$16.79 per hour. Second by Dean Doney and motion carried 5 for.

E. JOHNSON CONTROLS LEASE/PURCHASE AGREEMENT

Motion by Kathleen Adams to renew the lease purchase agreements entered into by the elementary and high school districts and First Bank of Montana for the fiscal year beginning on July 1, 2020 for the Johnson Controls Energy Performance Contract. Second by Dean Doney and motion carried 5 for.

F. ADMIN SUPPORT STAFF SALARIES

1. Motion by Dean Doney to approve a 4% salary increase for the following Admin and Admin Support staff for the 2020-21 SY: Evelyn Bigby, Marty Dirden, Brigitte Hagen, Hilary Handy, Julie Lamebull, Bonnie Nessler, Lori Owens, Michelle Sears, Shiloh Seymour, and Doreen Warren. Second by Kathleen Adams and motion carried 4 for, 1 against (Blackcrow).

2. Motion by Valerie Blackcrow to approve a 4% salary increase for the following Admin Support staff: Cheryl Hawley. Second by Dean Doney and motion carried 4 for, 1 against (Blackcrow).
3. Motion by Valerie Blackcrow to approve a salary increase commensurate with the Certified Bargaining Agreement for the following Admin Support Staff: Andrey Taylor and Laramie Schwenke. Second by Dean Doney and motion carried 5 for.
4. Motion by Clayton Talks Different to approve an Athletic Director stipend in the amount of \$3900 for Laramie Schwenke, to be paid in equal installments upon the completion of each sports season. Second by Dean Doney and motion carried 4 for, 1 against (Blackcrow).

G. GRIEVANCE HEARING

Recess at 7:54PM and resume at 8:01PM.

1. Motion by Kathleen Adams to restore Cathy Bear's four days pay that was docked, along with all related contributions. Second by Dean Doney and motion carried 5 for.
2. Motion by Kathleen Adams to remove and expunge any materials related to the allegations against Cathy Bear from her personnel file, with the exception of the grievance file as set forth in Article 6.5 of the Collective Bargaining Agreement. Second by Dean Doney and motion FAILED 2 for, 3 against (Blackcrow, Doney, Talks Different).

H. TERMINATION HEARING

Motion by Kathleen Adams to terminate Joe Brown, Jr., as a custodian/bus driver, effective immediately. Second by Dean Doney and motion carried 5 for.

I. ADJOURN

Motion by Valerie Blackcrow to adjourn at 8:34 pm. Seconded by Clayton Talks Different and motion carried 5 for.

Johnathan Walker, Chairperson

Lori J. Owens, Clerk