

April Special Agenda
Special Committee Meeting

The special committee meeting of the Board of Trustees of School District #35 has been scheduled for Tuesday, April 29, 2008 at 4:00 p.m. at the Gallatin Gateway School Library.

Call to Order

Set Procedures for the meeting

Gallatin Gateway Negotiating Committee and Gallatin Gateway Education Association MEA-MFT

- Master Agreement: Preamble through Article 32
- Master Agreement: Matrix/Salary Schedule – Appendix A

Adjournment

Special Committee Meeting, Board of Trustees, Gallatin Gateway School District #35

Open Session

DATE: April 29, 2008

TIME: 4:00 PM

PLACE: Gallatin Gateway School Library

MEMBERS

PRESENT: Celia OConnor
Nikki Robbins
Cheryl Thiem

MEMBERS

ABSENT: None

STAFF

PRESENT: Kim DeBruycker, Superintendent; Carrie Fisher, District Clerk; Deb Clark, Teacher; Renae Myers, Teacher; Christopher Haxton, Teacher; Nora Martin, Teacher; and Tom Vanderbeck, Teacher.

OTHERS

PRESENT: None

CALL TO ORDER

The meeting was called to order at 4:10 p.m. by Trustee Celia O'Connor.

Celia O'Connor noted that the word "Seniority" was misspelled in the index for Article 7.

The Association and the District discussed revisions to the following Articles:

Article 9.1- Work Day- The Association would like to increase the time that staff stays on Wednesday's for staff meetings to 4:30pm in exchange for leaving one day each week at 3:30pm. The Association felt that this would allow for more productive staff meetings. The Association members present stated that they were considering exchanging the late day on Wednesday for an earlier leave time on Friday, but no specific day is being recommended at this time. The District requested that the Association present their recommended wording at the next meeting for consideration. The Association also would like to include wording within the contract for staff that leave right after school for appointments so that their leave bank is not docked ¼ day, but rather only one hour. Superintendent DeBruycker stated that she would research the bookkeeping and auditing implications with the District's Business Manager, but recommended that the Association bring wording to the next meeting so that they have something to work from. The District felt both requests were reasonable and would consider their recommended wording at the next meeting.

Article 9.5- PIR Days- The Association would like to add wording to the article which states that additional training days throughout the school year are optional for classroom teachers and that trainings that require the entire staff be conducted on early release days. The District asked the Association to bring a wording proposal to the next meeting for consideration.

Article 10- Personnel Files- The Association would like to formulate wording that would include the provision that staff will be notified of any items placed into a personnel file. The District thought that this may be covered in Board policy and would have the Superintendent check into it and proposed adding the policy number to the article rather than wording. Both parties agreed to discuss this further at a future meeting.

Article 11- Evaluation Procedures- The Association would like to revise the evaluation procedures so that tenured teachers can choose either an annual evaluation or participate in a professional

development plan. The District noted that Board policy #5222 appears to state what they are considering. The Association will review policy #5222 to see if it is inline with what they want to propose. In addition, the Association would like the dates for the non-tenured teacher evaluations to be later in the year to ensure that new teachers have the ability to “get their legs under them” before they are formally evaluated. The Association stated that they would like to propose the option for non-tenured teachers to receive an informal evaluation in December such as designed currently in the mentor handbook, but felt that was too early for a formal evaluation to take place. They felt that a more appropriate time would be at the end of first semester which would occur the end of January or the beginning of February. The Association stated that their main concern was that non-tenured teachers received feedback before the end of the year. The District expressed concern about the length of time in between the two evaluations and wondered if February to May was enough time to work on any areas needing improvement. The Association felt that it would be enough time. Superintendent DeBruycker stated that the mentor handbook would support the final evaluation procedure process. The Association will review the current process within the mentor handbook and GGS policy #5222 and present their proposed wording at the next meeting.

Article 13- Annual Leave- The Association would like to add wording to clarify the maximum number of days that each person can donate during the year. The Association stated that the current wording is unclear as to whether teachers can donate to more than one person or to the same person for a different emergency. The District agreed with the Association’s assessment and requested that they provide wording at the next meeting that would express the Association’s intentions and how they would like it to read. The Association stated that the process works well, but needs more clarification.

Article 14- Additional Leave, Article 17- Maternity/Paternity Leave and Article 19- Emergency Leave- The Association felt that these three articles conflicted with each other and that there needed to be more clarification about what can be used for Maternity/Paternity leave. The Association stated that they would like to make it easier and less stressful for those wanting to take maternity leave. The District questioned the Association as to what they would like it to be and what would satisfy the members. There was discussion to increase the amount of maternity/paternity leave allowed and possibly remove the additional leave article from the contract- those days absorbed into other areas. The group’s discussion concluded that there was rarely a leave request that didn’t fall under emergency leave, bereavement leave, or maternity/paternity leave. The Association also proposed adding wording that would allow the option to take leave without pay before exhausting annual leave days because once a teacher returns from maternity/paternity leave they often have not extra days for illnesses. The District will research this with the Business Manager, but requested the Association develop scenarios that it could see happening to aid in the process of District understanding what they were looking for. The Association will provide wording to the District to present to the Business Manager so that he can research the laws and auditing guidelines that the District must abide.

Article 21- Salary Schedule- The Association stated that they had considered looking into a career ladder pay system, but wanted to have an expert talk to the Board and teachers about this type of program and the Association would also like everyone to receive feedback from other Districts about their experience with a pay ladder program. The District noted that they were considering an increase in substitute pay and would like to know what the teacher’s would be seeking a salary increase on the base. The Association questioned the availability of the per educator funds provided to the District through state funding. The District stated that they would research its availability and amounts and how it is used by the District. The members present were unsure if the money was ongoing or only provided to the District one time. The Association noted that they have not discussed any salary proposals as a team and would likely provide the District with its proposal at the next meeting.

The Association and the District will meet again Tuesday, May 13th at 4 pm.

ADJOURNMENT

Meeting was adjourned at 5:19 p.m.

Erik Yager, Board Chair

Carrie Fisher, District Clerk