

**May Special Agenda**  
**Special Committee Meeting**

The special committee meeting of the Board of Trustees of School District #35 has been scheduled for Wednesday, May 24, 2006 at 4:00 p.m. at the Gallatin Gateway School Multipurpose Room.

**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**

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Open Session

**DATE:** May 24, 2006

**TIME:** 4:00 PM

**PLACE:** Gallatin Gateway School Multipurpose Room

**MEMBERS**

**PRESENT:** Erik Yager, Chair  
Helen Zinner  
Cheryl Thiem

**MEMBERS**

**ABSENT:** None

**STAFF**

**PRESENT:** Kim DeBruycker, Superintendent; Carrie Fisher, District Clerk; Deb Clark, Teacher; Susan DeVries, Teacher; Mike Coon, Teacher; Renae Myers, Teacher; Abbey Steffl, Teacher; and Tom Vanderbeck, Teacher.

**OTHERS**

**PRESENT:** Elizabeth Kaleva, Attorney and Jane Fields, MEA-MFT Representative

**CALL TO ORDER**

The meeting was called to order at 4:54 p.m. by Board Chair Erik Yager.

Ms. Fields opened the meeting by asking where she could find the policies referenced in the District Clerk and Superintendent contracts provided to the Association by the District. Ms. Kaleva explained that all Board policies are posted on the school's website.

**ASSOCIATION PROPOSAL:**

Ms. Fields also stated that the Association was willing to present at least two counter proposals to the District and had some questions about the Preamble that was presented by the District in their initial proposal.

**DISTRICT PROPOSAL:**

Ms. Kaleva presented the Association with proposed wording and title changes for Article 9- Evaluation and Due Process to add the words "Corrective Evaluation" in the title and revise the wording of the Article to reflect a "Progressive Corrective Evaluation" component with progressive steps of corrective discipline. She also stated that the District is currently looking at ways to make the insurance better for Article 20- Major Medical and Flexible Benefits Plan.

**ASSOCIATION'S COUNTER PROPOSALS:**

Ms. Fields stated that she would verbally agree to the special endorsements and layoffs as proposed by the District. She did find appropriate language for the layoff component from the Anderson School District's master agreement. She verbally proposed the wording to say "The teacher who has the least seniority shall be the first one laid off unless that individual is holding a position that requires a special endorsement that your senior teacher does not have." She also verbally proposed that rather than crossing out the entire sentence under Article 7- Lay-Offs the word "unforeseen" would be inserted in before "changes" to read, "unforeseen

changes.” She stated that the Association would like to add another half to that component regarding time for teachers to prepare when they present their proposal to the District.

Ms. Fields stated that the Association will present a counter proposal to the Board, but that the prior discussion will provide a starting ground for Article 9- Evaluation and Due Process.

She asked Ms. Kaleva to walk the Association through the Board’s proposal regarding the Preamble. Ms. Fields questioned the proposal and noted that morale was a critical piece to the Preamble. She also questioned the changes proposed to the second to last paragraph regarding bargaining.

Ms. Fields presented the District with ANB and Budget Data that was generated by MEA-MFT. She walked the committee through each page of the document (attached) and noted the history and significance of budget expenditures in the Gallatin Gateway School District over the past seven years.

She also stated that she appreciated the email from Ms. Kaleva about the discrimination issue. She explained that she had presented it to one of her colleagues and he said that Ms. Kaleva is correct in part, but said “Tell Bea the other half is foey and that when it comes to discrimination of parties it is normal and necessary.” Ms. Kaleva responded to Ms. Fields by stating that the inherent problem is due to the statuette of limitations and if you follow the law you can’t take the same way.

Meeting was recessed for caucus at 5:35 pm. All parties returned from caucus at 6:55 pm.

## **DISCUSSION**

Ms. Fields stated that there was a lively discussion during the caucus and it was concluded that the Association would develop a proposal for Article 9- Evaluation and Due Process. She stated that the Association wanted to make sure that there was an evaluation process in place. Tom Vanderbeck stated that he wanted to work towards mentoring and make the language more positive. Susan DeVries stated that the purpose of an evaluation is to make a good teacher great versus getting rid of a bad teacher. Ms. Fields stated that the evaluation discussion is good, but the Association was still not okay with the wording.

Ms. Kaleva stated that the District was tentatively okay with adding the word “unforeseen” under Article 7- Layoffs and she provided the Association with a second draft proposal for the Preamble.

## **FUTURE MEETINGS**

Ms. Kaleva stated that she would like to set date for any future meetings with District financial data available. The District and the Association agreed to meet on July 28, 2006 at 4:30pm and if needed on July 12, 2006 at 4:30.

## **ADJOURNMENT**

Meeting was adjourned at 7:12 p.m.

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Erik Yager, Board Chair

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Carrie Fisher, District Clerk