

March Special Committee Meeting Agenda

Interest-Based Bargaining

The special committee meeting of the **IBB Committee** has been scheduled for **March 28, 2018**, at **5:30pm** in the Gallatin Gateway School Technology Room.

Call to Order

Public Comment- Non-Agenda Items-Sign in sheet

Old Business

- Discuss Contract Language previously TA'd
- Discuss Article 9.6 Early Release Days

New Business

- Two year Salary and Benefit proposal presented by Association
- Two year Salary and Benefit proposal presented by Management
- Discuss and negotiate proposals
- Establish next meeting date and time

Approval of Minutes

Adjournment

**MARCH 27, 2018 MINUTES
SPECIAL COMMITTEE MEETING
INTEREST- BASED BARGAINING COMMITTEE**

Call to Order

Meeting was called to order at 5:38 pm in the Gallatin Gateway School Technology Room.

Board Team Present

Donna Shockley and Aaron Schwieterman

Gallatin Gateway Education Association Team Present

Mike Coon, Neal Krogstad, and Elizabeth Matthews

Others Present-

Public Comment- Non-Agenda Items- None

INTRODUCTIONS/MISSION STATEMENT/COMMENTS

OLD BUSINESS

Tentative Agreement on Article 9 – Work Day – Section 9.1, Section 9.6, and Section 9.9

A Memorandum of Understanding will be created for Article 9.9

Tentative Agreement on Article 15 – Bereavement Leave

NEW BUSINESS

Two-year Salary and Benefit proposal presented by Association.

Next meeting date will be Wednesday, April 11 at 5:30 in the Technology Room.

Adjournment

The meeting was adjourned at 6:45 pm.


Elizabeth Matthews, IBB Co-Chair


Donna Shockley, IBB Co-Chair

Special Committee Meeting

March 28, 2018

Sign-in Sheet

<u>Name- please print</u>	<u>Signature</u>
1. Neal Kroogstad	Neal Kroogstad
2. Aaron Schwieteman	Aaron Schwieteman
3. Donna Shockley	Donna Shockley
4. Mike Coon	Mike Coon
5. Elizabeth Malstrom	Elizabeth Malstrom
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**GALLATIN GATEWAY SCHOOL
PO BOX 265, GALLATIN GATEWAY, MT 59730**

The agenda must also include a "public comment" item in order to allow members of the general public to comment on any public matter under the jurisdiction of the district that is not specifically listed on the agenda, except that no member of the public will be allowed to comment on contested cases, other adjudicative proceedings, or personnel matters. The Board Chairman may place reasonable time limits on any "public comment" item in order to maintain and ensure effective and efficient operations of the Board. The District shall not take any action on any matter discussed, unless the matter is specifically noticed on the agenda, and the public has been allowed the opportunity to comment.

** Public comment will be asked on each agenda item. Do not sign below for agenda items.*

Public Comment Sign-in

Date: March 28, 2018

**Please sign below for non-agenda items to be heard under New business: Public comment.*

NAME (Please Print Clearly)	TOPIC (Please Print Clearly)
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Interest Based Bargaining Notes

March 27, 2018

1. Article 9- Work Day - Section 9.1, Section 9.6 and Section 9.9

9.1 The regular workday for all full-time teachers will begin at 8:00am and end at 4:00pm. Part-time teachers will have that time prorated within their schedule. The time before and after the student day shall be for additional preparation and consultation with parents, students, and others. On the day of a scheduled staff meeting, the teachers will stay until 4:30pm. On Fridays, teachers may leave at 3:30pm. With prior approval from Superintendent, teachers may leave at 3:00pm and will be docked one hour of annual leave. **This leave will not be approved on days when a staff meeting is scheduled.**

One regularly scheduled staff meeting per month shall be designated for the purposes of teacher team meetings. Alternatively, teacher team meetings may be organized as one half hour of the regularly scheduled staff meeting twice a month.

Proposal: Add highlighted language to first paragraph and correct the second paragraph to read "one regularly scheduled".

RATIONALE:

The Board asserts that it is a teacher's professional responsibility to attend staff meetings whenever they are not absent because of another school related responsibility. It would just be one hour on Wednesday's.

All thumbs up on agreement. 3/27/2018

9.6 **Early Release Days-** A minimum of six (6) Early Release Days will be scheduled per school year. **On Early Release Days, students will be released 15 minutes after the lunch period ends. The teachers' day will end at 4:00pm or 3:30pm on Friday. ~~Teachers will have a forty five minute duty free lunch period following bus departure, unless previously assigned a designated lunch period.~~** Instruction-related activities may include, but are not limited to, quarterly report card preparation, parent teacher conferencing, and professional training.

Proposal: Strike highlighted wording

RATIONALE:

Currently, the early release time of 12:15 creates several problems. One problem is pushing all the students through the lunch line between 11:40 and 12:15. This creates the problem of teachers needing to help in the lunchroom. This further creates the issue of providing for

the teachers forty five minute duty free lunch. A later early release time would alleviate these problems.

At this time, we are also considering lengthening the school day to provide for an additional three PIR days for professional development. The early release time may need to be changed to a time that fits more naturally into the school days schedule. (i.e. after 5th period)

Tabled until the calendar, when does the early release day end, and it needs to work in the number of minutes. As of now we are looking at 12:45-1:15.

Possible Language:

On Early Release Days, students will not be released no earlier than 12:45 and no later than 2:00.

On Early Release Days, students will be released 15 minutes after the lunch period ends.

All thumbs up 3/28/2018. Tentatively Agreed Upon

9.9 Calendar- The school calendar shall reflect a teacher work year of one hundred and eighty-seven days, of which one hundred eighty (180) are scheduled pupil instruction days and seven (7) scheduled PIR days, of which two (2) are the annual educator conferences. The teachers will be given an opportunity prior to Board adoption to provide input. This will be accomplished by having a discussion at a staff meeting and then each teacher initialing his/her preference.

Proposal: Strike highlighted wording

RATIONALE:

State law (20-1-301) no longer requires 180 days of scheduled pupil instruction, but rather a number of aggregate hours, based on grade levels.(720 hours for K - 3rd grade and 1080

hours for 4th - 8th grade) Like many other schools in the Gallatin Valley, the Board is looking at lengthening the current school day to allow for an additional three PIR days for professional development for teachers. Accreditation standards already dictate that two of the PIR days must be scheduled in October during the annual educator conferences. (ARM 10:55.714 Professional Development (3)(d).)

All thumbs up Tentatively Agreed Upon 3/28/2018. A memorandum of understanding will be drafted, distributed, and ratified. It will be agreed upon by the association and GGS board trustees.

Ratify Language: Memorandum of Understanding on Calendar Article: Then the board can lengthen the days.

Article 15- Bereavement Leave- At the beginning of each school year, each teacher shall be credited with six (6) days of bereavement leave; one (1) of the before mentioned days may be used for non-family bereavement needs. The Superintendent may, upon request, grant approval for a seventh (7th) day if necessary. This leave will be prorated for part-time teachers.

Proposal: Add wording to define "family". Look at changing wording of entire Article.

"IMMEDIATE FAMILY. 1. A person's parents, spouse and/or significant other, children and siblings. 2. A person's parents, spouse, children, and siblings, as well as those of the person's spouse and/or significant other. * Stepchildren and adopted children are usually immediate family members. For some purposes, such as taxes, a person's immediate family may also include the spouses of children and siblings."

Possible language:

3/7/18: Up to six (6) days leave at full salary will be allowed for the death of a member of the teacher's immediate family. Immediate family includes: spouse and/or significant other and any relative living in the teacher's household or any parent, child, brother, sister, grandparent, grandchild or corresponding in-law. One (1) day of the before mentioned days may be used for non-family bereavement needs. This leave is not accumulative. Upon request, the Superintendent may grant approval for a seventh (7th) day if necessary. This leave will be prorated for part-time teachers.

3/27/18: Up to six (6) days leave at full salary will be allowed for the death of a member of the teacher's immediate family. Immediate family includes: spouse ~~and/or significant other~~ and any relative living in the teacher's household or any parent, child, brother, sister, grandparent, grandchild or corresponding in-law. One (1) day of the before mentioned days may be used for non-family bereavement needs. This leave is not accumulative. Upon request, the Superintendent may grant approval for a seventh (7th) day if necessary. This leave will be prorated for part-time teachers.

RATIONALE:

When the definition of family or immediate family is left open to debate rather than being well-defined in the contract, it creates ambiguity and the potential for dispute. Defining "immediate family" leaves no question to who is included. The language in the above paragraph comes from the Bozeman School District Certified Agreement.

All thumbs up on 3/28/2018

NEW BUSINESS:

Article 13:

13.1 The maximum number of accumulated leave days shall be **80-120 days**. Retirement from the School District shall result in a lump sum payment of **25-33%** of the unused leave at the current rate of pay.

Rational: We know that the district would like to not have the certified leave payout be tied with the substitute rate of pay.

Salary Base Increase:

Our proposal will be a 0% increase for 2018-2019 and a 3% increase for 2019-2020 school year.

Rational: with a small 8th grade class for next year and working at a maximum budget, we are considerate of the district.

Health Insurance: Table until numbers are known, have been in contact with Marsha, the representative,

National Board Certified Teacher

The District shall pay a teacher an annual stipend of \$2000 per year for ten years of a District approved National Board Certification. The stipend shall be paid the month following documentation stating receipt of certification. The following District criteria must be met for a teacher to be eligible for the annual stipend:

- (a) The field of certification must be approved by the District.**
- (b) The teacher certification as a National Board Certified Teacher must be renewed before the expiration period. Failure to renew the certification shall result in the cancellation of the stipend.**

Tuition Credits

~~During any five (5) year certification period of any half-time/full-time teacher, the district will pay \$70.00 per semester credit earned towards an advanced degree or credits that benefit the district (approved by the professional development committee) the actual cost of the credits, whichever is less.~~