

March Agenda
Special Committee Meeting
Interest-Based Bargaining (IBB)

A special committee meeting of the Board of Trustees of School District #35 has been scheduled for **Wednesday, March 4, 2020 at 4:30pm** at the **Gallatin Gateway School, in the technology lab.** (All policies can be found at www.gallatingatewayschool.com.)

Call to Order

Presiding Trustee's explanation of procedures

Public Comment- Non Agenda Items- Sign in sheet

- Attendance
- Check-in
- Approve previous meeting report/minutes
- Determine Mission Statement & Ground Rules
- Determine Standards
- Set next meeting date(s)
- Discuss agenda for next meeting
- Checkout

Adjournment

"The Gallatin Gateway School community empowers our students to take responsibility for their learning so they may achieve their individual potentials as lifelong learners and productive citizens."

Excerpt from GGS Policy #1441- Audience Participation

Audience Participation

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 statutory and constitutional rights of the public to participate in governmental operations. To allow fair and orderly expression of public comments, the Board will permit public participation through oral or written comments during the "public comment" section of the Board agenda and prior to a final decision on a matter of significant interest to the public. The Chairperson may control such comment to ensure an orderly progression of the meeting.

Individuals wishing to be heard by the Chairperson shall first be recognized by the Chairperson. Individuals, after identifying themselves, will proceed to make comments as briefly as the subject permits. The Chairperson may interrupt or terminate an individual's statement when appropriate, including when statements are out of order, too lengthy, personally directed, abusive, obscene, or irrelevant. The Board as a whole shall have the final decision in determining the appropriateness of all such rulings. It is important for all participants to remember that Board meetings are held in public but are not public meetings. Members of the public shall be recognized and allowed input during the meeting, at the discretion of the Chairperson.

Cross Reference: 1420 School Board Meeting Procedure

Legal Reference: Article II, Section 8, Montana Constitution – Right of participation
Article II, Section 10, Montana Constitution – Right of privacy
§§ 2-3-101, et seq., MCA Notice and Opportunity to Be Heard

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MINUTES
SPECIAL COMMITTEE MEETING
BOARD OF TRUSTEES, GALLATIN GATEWAY SCHOOL DISTRICT #35

Call to Order

A committee of the Board of Trustees of the Gallatin Gateway School District #35 met at 4:00pm on Wednesday, March 4, 2020 in the Gallatin Gateway School technology lab. The meeting was called to order at 4:40pm.

Management Team Present:

Aaron Schwieterman, Board Chair, Julie Fleury, Board Vice-Chair, and Theresa Keel, Superintendent

Labor Team Present:

Elizabeth Matthews, Teacher & Mike Coon, Teacher

Others Present

Carrie Fisher, District Clerk

Presiding Trustee's Explanation of Procedures

Board Chair Aaron Schwieterman explained the public comment process to be followed for addressing the Board in accordance with Gallatin Gateway School policy. She noted: 1) that prior to a vote the public may comment on agenda items; 2) there will be time for public comment on non-agenda items; and 3) public comment periods are not intended to be a question and answer session.

Public Comment on Non- Agenda Items

None

NEW BUSINESS

Approve previous meeting report/minutes:

Minutes from the February 27, 2020 meeting were approved by both teams.

Determine Ground Rules and Standards:

Both teams reached consensus on the Ground Rules and Standards to be followed during the 2020 negotiation process.

Set the next meeting date:

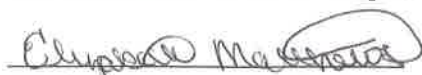
March 10, 2020 beginning at 4pm.


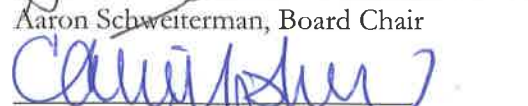
Discuss agenda for next meeting

The team discussed starting with language from the following Articles: 9, 13, 14, 15, 16, 17

Adjournment

The meeting adjourned at 5:50pm.


Elizabeth Matthews, GCRSA


Aaron Schwieterman, Board Chair

Carrie Fisher, District Clerk

IBB Ground Rules Contract Negotiations 2020

1. Teams:

- Labor (3 members)- Mike Coon, Ashley Davis, and Elizabeth Matthews
- Management (3 members): The management team was appointed by the board chairman. The team consists of Board members Aaron Schwieterman and Julie Fleury, & Superintendent, Theresa Keel.
- A quorum is reached if there are two or more members from each team present.

2. Timing

- Meeting times will be arranged on an as needed basis by consensus. The location will be in-district, generally at the Gallatin Gateway School building. Meetings will be limited to two (2) hours, unless mutually agreed upon by consensus.
- Goal for completion of negotiations: present for approval at the May 20, 2020 Board meeting or sooner.
- The goal for ratification: Prior to expiration on July 1, 2020.

3. Non-member attendees

- Observers will be allowed (by law), but may not participate in the negotiation process.
- Experts/resource people – Will be invited as mutually agreed upon in advance of the invitation.

4. Communication

- Agenda, approved minutes, and final master agreement will be posted to the school website as they become available.
- If there is a request from the Press, they will be referred to the website.
- Communication to constituents (negotiation updates) will be at the discretion of the IBB teams.
- Specific issues, interests or other discussions will not be attributed to specific team members.

5. Caucus

- Caucuses will be allowed, but will be kept to a minimum. Each party has the right to call for a caucus or a break. If a caucus is needed, each team will give the best estimate of time needed. The length of time will be mutually agreed upon by both parties.

6. Information Processing

- Note taking for the group will be taken on Google Drive. Carrie Fisher, District Clerk, will be the note taker. Notes and minutes will be completed prior to adjourning the meeting.

7. Bargaining Information

- Agreement to full and open information sharing as needed to resolve issues.

8. Contract Language

- Contract language will be written at the time a consensus solution is reached when possible.
- Contract language will be made available to constituents after consensus, with final approval at next meeting.
- Current contract language that is unchanged retains its original intent in the new contract, unless it has a sunset clause.

9. Items for Discussion

- Initially, the entire Collective Bargaining Agreement is open for negotiation. No new items for discussion may be brought to the table after April 30, 2020 unless mutually agreed upon by the parties.

10. Ground Rule Changes

- Any changes in the ground rules must be made by consensus.

11. Miscellaneous Process

- When there is a failure to reach agreement after a reasonable length of time, agreement will be reached on disposition (see below) of issue prior to moving on to the next issue.

Dispositions: (end process with issue)

1. Issue will be tied to a related issue.
2. Postpone issue until a specific juncture.
3. Issue set aside until last.
4. Refer to a sub-committee to work on so as not to hold up the current process.
5. Withdrawal of issue, remain with current contract language.
6. IBB process ends (by final agreement or converting to traditional).

12. Standards:

- Be on time – Let the group know if you are going to be late or leave early
- Avoid scheduling conflicts – stay committed – stick to scheduled meeting times
- Be honest with each other
- No sidebar conversations or passing notes
- Maintain confidentiality as per consensus agreement
- Be respectful of others
- Do not interrupt
- Be mindful of saying too much or too little
- When annoyed, go directly to the person after the meeting – be respectful and private
- Use business-like approach to reporting
- Be prepared and avoid repetition
- Have proper and respectful cell phone etiquette
- All decisions made by consensus using the thumbs up/down approach. In regards to the decision, if you personally agree with 70% then it would be an agreement with thumbs up.
- Caucuses are allowed with a maximum time limit of 10 minutes
- Be hard on the issue, soft on people
- Be open to new ideas and concepts
- No retaliation
- Stories will be submitted electronically to Recorder prior to the meeting