

# May 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 **Monday, May 4, 2020 at 4:00pm virtually via Zoom.** (All policies can be found at [www.gallatingatewayschool.com](http://www.gallatingatewayschool.com).)

#### Call to Order

#### Presiding Trustee's explanation of procedures

#### Public Comment- Non Agenda Items- Sign in sheet

- Attendance
- Check-in
- Old Business- Review and Discuss: Articles: 13, 15, 20, & 21
- New Business- Review and Discuss: NONE
- Set next meeting date(s)
- Discuss agenda for next meeting
- Checkout

#### Adjournment

*Due to COVID-19 public health concerns, and social distancing restrictions the meeting will be conducted by electronic means. Members of the public will be able to observe and participate in the meeting by utilizing an online platform. Please use one of the following options if you wish to participate:*

1. Download the mobile Zoom app from Google Play or Apple Store
  - a. Meeting ID: 820 0966 9519
  - b. Password: IBB2020
2. Use the following link to access online:
  - a. <https://us02web.zoom.us/j/82009669519?pwd=ZzY5UzZrM2dnMC5rUlpzNU1kHkxUT09>
  - b. Meeting ID: 820 0966 9519
  - c. Password: IBB2020
3. Call in:
  - a. +1 669 900 6833
  - b. Meeting ID: 820 0966 9519
  - c. Password: 772414

*"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**

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**Call to Order**

A committee of the Board of Trustees of the Gallatin Gateway School District #35 met at 4:00pm on Monday 4, 2020 virtually via Zoom. The meeting was called to order at 4:02pm.

**Management Team Present:**

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

**Labor Team Present:**

Elizabeth Matthews, Teacher; Ashley Davis, 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

Old Business: Articles 13, 15, 20, & 21

*The following was tentatively agreed upon:*

1. **Proposal Article 13:** At the beginning of each school year, each full time teacher shall be credited with fourteen (14) days of Annual Leave at full salary. Part time teachers shall be credited with a prorated amount.
  1. A maximum of four (4) consecutive work days of Annual Leave may be used for personal reasons and must be arranged at least two (2) work days in advance. Any Annual Leave for personal reasons requested beyond four (4) consecutive work days must be approved by the Superintendent.
    - a. Annual Leave days may not be taken during the first five or last five instructional days of the school year.
    - b. Annual Leave days may not be taken immediately preceding or following a holiday or vacation period.
    - c. Annual Leave days may not be taken on PIR days.
  2. Teachers may choose to accumulate a maximum of twelve (12) Annual Leave days, per year. Unused Annual Leave will be allowed to accumulate up to eighty (80) days. Accumulated Annual Leave days may be used for illness, quarantine, communicable disease, injury, and disability (including pregnancy, miscarriage, childbirth, and recovery), or as approved by the Superintendent.

3. When a teacher has reached the maximum accumulation of eighty (80) days, any days unused will be reimbursed at the end of the year at the current substitute teacher's pay.
4. Termination of employment from Gallatin Gateway School would result in a lump sum payment for all days of unused Annual Leave at the current substitute teacher's pay.
5. A teacher may use Annual Leave for contracted days immediately following the birth/adoption of a child for up to eight (8) calendar weeks. If a physician deems it medically necessary for the teacher to commence leave preceding the birth/adoption of the child, the eight (8) calendar weeks begin on the date indicated by the physician's medical certification.
6. In case of need for additional leave beyond the year's fourteen (14) Annual Leave Days, a teacher may, with the approval of the Superintendent, take up to sixteen (16) additional leave days. Each of the thirty (30) days (Annual and additional) for which the teacher does not have accumulated Annual Leave days will be without pay.
7. During the school year, any teacher may donate no more than two (2) days to one or more teachers who are in need and who have exhausted their Annual Leave. The donor and recipient have no later than five (5) working days after the recipient's return to work to notify the Superintendent of the requested leave transfer.

**Proposal Article 16 – Remove**

**Proposal Article 18 – Remove**

2. **Proposal Article 20 & 21-** 2.5% increase on the Base for each year of the agreement, and an increase of the MUST contribution of \$0. (base salary = \$36,287)
3. **Article 15 – Bereavement Leave-** No more than twelve (12) total days leave at full salary will be allowed for death(s) of a member or members of the teacher's immediate family. Immediate family includes: spouse and any relative living in the teacher's household or any parent, child, brother, sister, grandparent, grandchild or corresponding in-law. Two (2) days 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 the use of additional Annual Leave days if necessary. This leave will be prorated for part-time teachers.

New Business: NONE


Set the next meeting date:

No future meetings are planned.

The District Clerk will make agreed changes to the Master Agreement and send a copy for review. The Board will review the final agreement at the May 20, 2020 meeting.

**Adjournment**

The meeting adjourned at 4:51pm.

  
Elizabeth Matthews, GCRSA

  
Aaron Schweiterman, Board Chair

  
Carrie Fisher, District Clerk