

May Agenda

Special Meeting of the Board of Trustees

The special meeting of the Board of Trustees of School District #35 has been scheduled for **Tuesday, May 24, 2016 at 4:00pm** at the **Gallatin Gateway School Board Room**.

(All policies mentioned in the agenda can be found at www.gallatingatewayschool.com.)

Call to Order

Pledge of Allegiance

Presiding Trustee's explanation of procedures (GGS Policy #1070)

Public Comment- Non Agenda Items- Sign in sheet- (GGS Policy #1070)

Old Business

New Business

Termination Hearing for Tenured Teacher:

Reduction in Force (RIF) - School Counselor (1.0 FTE to .5 FTE) (Certified Master Agreement, GGS Policy #5075; 20-4-204, MCA)

Certified Contract Renewal- School Counselor (20-4-205, MCA)

Amend Summer Contract- Mike Coon (change start/end dates)

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."

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

Call to Order

The Board of Trustees of the Gallatin Gateway School District #35 met at 4:00pm on Monday, May 24, 2016 in the Gallatin Gateway School Board Room. Board Chair Donna Shockley presided and called the meeting to order at 4:06pm.

Trustees Present

Donna Shockley, Board Chair; Lyn Morton, Board Vice-Chair; Christie Francis, and Aaron Schwieterman

Trustees Absent

None

Staff Present

Travis Anderson, Superintendent; Carrie Fisher, District Clerk; Kim Wegner-McCauley, Guidance Counselor; Ashley Davis, Teacher; Michael Herdina, Teacher; Amy Burkenpas, Aide; Mike Coon, Teacher; Jacki Yager, Teacher; Kacee Krob, Teacher; Laurel King, Teacher; Tayler Bertelsen, Teacher; Georgia Holt, Teacher; and Deb Tysse, Teacher.

Others Present

Cassandra Elwell, Jill Allen, and Brian Ehli, MEA-MFT Field Consultant

Pledge of Allegiance

The meeting attendees recited the *Pledge of Allegiance*.

Presiding Trustee's Explanation of Procedures

Board Chair Donna Shockley 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

Cassandra Elwell expressed frustration regarding parent input on agenda items and asked the Board to let parents know what is happening and in an effort to produce better parent input to represent the community as whole.

New Business

Termination of Tenure Teacher- Reduction in Force (1.0 FTE to .5 FTE)

Board Chair Shockley informed the Board and public present of the process for the hearing to reduce the guidance counselor position from 1.0 FTE to .5 FTE, thus reducing the contract for Kim McCauley. She noted that as the Board Chair, she has determined to hold this meeting in open session since the recommendation from the Superintendent does not relate to job performance.

She explained that both parties can present evidence, witnesses, and documents. Administration will present evidence and witnesses first, and then the employee and/or her representative may cross examine the administration's witnesses; followed by the employee presenting her case. She also explained that both parties will be allowed a rebuttal and the Board may ask questions at any time during the proceeding.

Board Chair Shockley verified that the employee had received a letter from the District which describes the administration's recommendation for termination and that the employee had been advised of her rights to be present at the hearing. Kim Wegner-McCauley agreed that she received documentation and was invited to the meeting.

Superintendent Anderson presented the Board with the following information:

- 2013-2018 Strategic Plan
- Educator Endorsement for Kim McCauley as a School Counselor
- Accreditation Standards- Chapter 55- Assignment of Counseling Staff
- Current and anticipated enrollment
- GGS School Policy #5075- Reduction in Force
- 20-4-204, MCA- Termination of Tenured Teacher Services
- Gallatin Gateway School Master Agreement- Article 8- Reduction in Force

On behalf of Kim McCauley, MEA-MFT Field Representative Brian Eli presented the following information to the Board:

- Gallatin Gateway School Master Agreement- Article 3- Just Cause- requested evidence of the pathway and valid discussions prior to the recommendation.
- Chapter 39 of MCA and Unfair Labor Practices- the protection of the union member's work
- Requested information regarding the objective criteria for which the Superintendent's recommendation is based

In conclusion, Mr. Ehli recommended the District maintain the Guidance Counselor's 1.0 FTE contract for the 2016-2017 school year and in the meantime assign the Labor Management Committee or any another committee to have an in depth discussion regarding the strategic plan and staffing needs for the 2017-2018. He continued by recommending that at the conclusion of those discussions the assigned group could provide the Board with a recommendation in March or April of 2017. He noted that the committee purpose would be to develop and follow objective criteria and all employees would understand that staffing cuts are on the table.

Both parties were offered the opportunity for rebuttal and the Board asked questions throughout the hearing. At the conclusion of the hearing, Board Chair Donna Shockley called for a motion.

Motion: Trustee Christie Francis for the Board to accept the recommendation of the Superintendent to reduce the position of Guidance Counselor from 1.0 FTE to .5 FTE for the 2016-2017 school year.

Second: Trustee Aaron Schwieterman

Public Comment: Kim McCauley, Ashley Davis, Laurel King, Michael Herdina

For: Francis, Morton, Shockley, Schwieterman

Opposed: None

Motion passed unanimously.

Certified Contract Renewal- School Counselor (20-4-205)

Motion: Vice Chair Lyn Morton to renew Kim McCauley's contract at a .5 FTE for 2016-2017.

Second: Trustee Christie Francis

Public Comment: Brian Ehli

For: Francis, Morton, Shockley, Schwieterman

Opposed: None

Motion passed unanimously.

Amend Summer Contract- Mike Coon (change start/end dates)

Motion: Vice Chair Lyn Morton to amend dates on Mike Coon's summer contract with a new start date of June 9, 2016- August 24, 2016.

Second: Trustee Christie Francis

Public Comment: None

For: Francis, Morton, Shockley, Schwieterman


Opposed: None

Motion passed unanimously.

Adjournment

Board Chair Donna Shockley adjourned the meeting at 5:44pm.





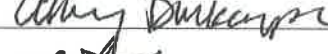
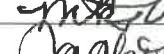
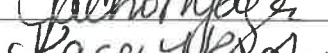
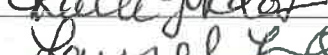



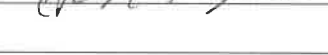

Donna Shockley, Board Chair


Carrie Fisher, District Clerk

Special Meeting

May 24, 2016

Sign-in Sheet

Name- please print	Signature
1. Kim Weyer McLammy	
2. Ashley Davis	
3. Cassandra Blumell	
4. Michael Heredia	
5. Amy Burkenpas	
6. Mike Conn	
7. Jackie Wagner	
8. Kacey Kestel	
9. Laurel King	
10. Tayler Bertelsen	
11. Georgie Holt	
12. Deb Tysse	
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**GALLATIN GATEWAY SCHOOL
PO BOX 265, GALLATIN GATEWAY, MT 59730**

Gallatin Gateway School Policy #1070- 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: May 24, 2016

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

NAME (Please Print Clearly)	TOPIC (Please Print Clearly)
1. BRIAN R. EHLI	TEACHER TERMINATION
2. Cassandra Elwell	Parent Input.
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