



Gallup McKinley County Schools

Special Meeting

Tuesday, May 7, 2019 10:00 AM

Mission Statement

To provide leadership by setting direction and establishing priorities and policies for the district's students, parents, and staff by modeling and using a systems approach to continuous improvement.

Agenda of Special Meeting

The Board of Education Gallup McKinley County Schools

A Special meeting of the Board of Education of Gallup McKinley County Schools will be held May 7, 2019, beginning at 10:00 AM in the Board Room of the Student Support Center, 640 Boardman, Gallup, NM 87301.

GMCS Board of Education can be found at www.gmcs.k12.nm.us

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- 1. Call to Order - Pledge of Allegiance/NM Pledge - Roll Call**

- 2. Approval of Agenda**

- 3. Approval of Consent Agenda Items (3a)**
 - A. Approval of 2019-2020 Open Meetings Resolution Per Section 10-15-1 (B) for Gallup McKinley County School District #1 - CONSENT

- 4. New Business**
 - A. Approval of the Collective Bargaining Agreements between Gallup McKinley County School District and MCFUSE for SY' 2019-2020 -ACTION
 - B. Approval of re-naming our school district - ACTION

- 5. Adjourn**

6. Individuals in need of a Spanish or Navajo interpreter or those with a disability who are in need of a reader, amplifier, qualified sign language interpreter, or any other form of auxiliary aid or service to attend or participate in the hearing or meeting, may contact the Superintendent at 505-721-1189 at least one week prior to the meeting or as soon as possible to arrange for accommodation.

Los hispanohablantes con necesidad de un intérprete, o individuos con una incapacidad que están necesitados de una antología, el amplificador, el intérprete capacitado de lenguaje por señas, o alguna otra forma de servicio o ayuda auxiliar para permitir asistencia y participación en la audición o reunión, pueden contactar al Superintendente al 505-721-1189 por lo menos una semana antes de la reunión o tan pronto como sea posible para hacer los preparativos para acomodación.

AGENDA ITEM EXECUTIVE SUMMARY

ITEM NO. 3. a.

Approval for Agenda Submission:


Superintendent/Assistant Superintendent - Date

Board of Education Meeting Date:

May 7, 2019

Item Title:

2019-20 OMA Resolution

Name of Presenter(s):

Mike Hyatt

Committee: Yes

No

Name of Committee:

Action Item: Yes

No

Consent Agenda

Yes

No

Motion:

Approval of the 2019-2020 Open Meetings Resolution Per Section 10-15-1 (B) for Gallup McKinley County School District #1 - CONSENT

Executive Summary

Resolution is attached.

Open Meetings Resolution is required per Section 10-15-1 (B) of the Open Meetings Act states that, except as may be otherwise provided in the Constitution or the provisions of the Open Meetings Act, all meetings of a quorum of members of any board, council, commission or other policy-making body of any state or local public agency held for the purpose of formulating public policy, discussing public business or for the purpose of taking any action within the authority of or the delegated authority of such body, are declared to be public meetings open to the public at all times.

The Open Meetings Act required the GMCS Board of Education to determine annually what constitutes reasonable notice of its public meetings.

GALLUP-McKINLEY COUNTY PUBLIC SCHOOLS

**BOARD OF EDUCATION
RESOLUTION 19-20**

WHEREAS, the Board of Education for the Gallup-McKinley County Schools met in special session at the Board Room of Student Support Center, 640 Boardman, New Mexico on May 07, 2019, at 10:00 a.m. in accordance with the New Mexico Open Meetings Act; and;

WHEREAS, Section 10-15-1(B) of the Open Meetings Act (N.M. Stat. Ann. Sections 10-15-1 to 4 (1978)) states that, except as may be otherwise provided in the Constitution or the provisions of the Open Meetings Act, all meetings of a quorum of members of any board, council, commission or other policy-making body of any state or local public agency held for the purpose of formulating public policy, discussing public business or for the purpose of taking any action within the authority of or the delegated authority of such body, are declared to be public meetings open to the public at all times; and

WHEREAS, any meetings subject to the Open Meetings Act at which the discussion or adoption of any proposed resolution, rule, regulation, or formal action occurs shall be held only after reasonable notice to the public; and

WHEREAS, Section 10-15-1(D) of the Open Meetings Act required the Board of Education for the Gallup-McKinley County Schools to determine annually what constitutes reasonable notice of its public meetings;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education for the Gallup-McKinley County Schools that:

1. Unless otherwise indicated on the meeting notice, regular meetings of the Board of Education for the Gallup-McKinley County Schools shall be held at the Gallup-McKinley County Schools Student Support Center, located at 640 Boardman, Gallup, New Mexico, at 6:00 p.m. Off-site scheduled regular meetings will be held at other locations and will begin at 6:00 p.m. as follows:

Monday	September 16, 2019	Thoreau Mid	Thoreau, NM	6PM
Monday	October 28, 2019	Tohatchi Elem	Tohatchi, NM	6PM
Tuesday	February 18, 2020	David Skeet Elem	Vanderwagon, NM	6PM
Monday	March 30, 2020	Navajo Mid	Navajo, NM	6PM
2. Regular meetings shall be held every third Monday intervals throughout the year. When the third Monday is a legal holiday or school holiday, the meeting will be held on Tuesday. A proposed agenda will be available at least seventy-two (72) hours before the meeting from the Superintendent's Office located in the Student Support Center, 640 Boardman, Gallup, New Mexico. Notice of any other regular meetings will be given ten (10) days in advance of the meeting date.
3. Special meetings may be called by the President of the Board of Education or a majority of the members upon seventy-two (72) hours' notice.
4. Emergency meetings will be called only under circumstances, which demand immediate action to protect the health, safety and property of citizens or substantial financial loss to the School District. The Board of Education for the Gallup-McKinley County Schools will avoid emergency meetings whenever possible. The President or a majority of the members upon twenty-four (24) hours' notice may call emergency meetings, unless threat of personal injury or property damage require less notice. Within ten days of taking action on an emergency matter, the public body shall report to the Attorney General's office the action taken and the circumstances creating the emergency.
5. For the purpose of regular, special, and emergency meetings, notice requirements for regular and special meetings are met when notice of the date, time, place and general subject matter to be discussed is posted on the School District's website (www.gmcs.k12.nm.us) and with the posting of notices in the District Administration Complex in Gallup, New Mexico. To supplement notice, but not required for meeting the notice requirement of the Open Meetings Act, the School District will also have notice of meetings sent to a newspaper of general circulation in the School District to be published in accordance with the newspaper's deadline requirements and the Superintendent's secretary shall also mail and/or email and/or fax copies of the written notice to those broadcast stations licensed by the Federal Communications Commission and newspapers of general circulation that have made a written request for notice of public meetings.
6. In addition to the information specified above, all notices shall include the following language: If you are an individual with a disability who is in need of a reader, amplifier, qualified sign language interpreter, or any other form of auxiliary aid or service to attend or participate in the hearing or meeting, please contact the Superintendent's Office at (505) 721-1000 extension 11189 at least one week prior to the meeting or as soon as possible. Public documents, including the agenda and minutes, can be provided in various accessible formats. Please contact the Superintendent's Office at (505) 721-1000 extension 11189 if a summary or type of accessible format is needed.

7. Copies of Board Meeting Notices, Meeting agendas and approved Minutes of meetings shall be available from the Superintendent's Office located in the Student Support Center, 640 Boardman, Gallup, New Mexico. Additionally, notices of board meetings, agendas and approved minutes will be posted on the School District's website, www.gmcs.k12.nm.us, when practicable in a reasonable amount of time. Copies of draft minutes already prepared and available for the Board's review and approval may be obtained through a request under the Inspection of Public Records Act ("IPRA"), N.M. Stat. Ann. §§ 14-2-1 to -12 (1947, as amended through 2013).
8. The Board of Education of the Gallup-McKinley County Schools desires to allow Board members to participate by means of telephone conference call or other similar communications equipment when it is otherwise difficult or impossible for the member to attend the meeting in person. In accordance with Section 10-15-1(C) of the Open Meetings Act, a member of a local public body may participate in a meeting of the public body by means of telephone conference call or other similar communications equipment when it is otherwise difficult or impossible for the member to attend the meeting in person, provided that each member participating by conference telephone can be identified when speaking, all participants are able to hear each other at the same time and members of the public attending the meeting are able to hear any member of the public body who speaks during the meeting, so long as this practice is allowed by law or rule of the public body.
9. The Board of Education for the Gallup-McKinley County Schools may close a meeting to the public only if the subject matter of such discussion or action is exempted from the open meeting requirement under Section 10-15-1(H) of the Open Meetings Act.
 - (a) If any meeting is closed during an open meeting, such closure shall be approved by a majority vote of a quorum of the Board of Education taken during the open meeting. The authority for the closure and the subjects to be discussed shall be stated in the motion for closure and the vote on closure of each individual member shall be recorded in the minutes. Only those subjects specified in the motion may be discussed in a closed meeting; and
 - (b) If the decision to hold a closed meeting is made when the Board of Education is not in open meeting, the closed meeting shall not be held until public notice, appropriate under the circumstances and stating the specific provision of law authorizing the closed meeting and the subjects to be discussed, is given to the members and to the general public; and
 - (c) Except as provided in Section 10-15-1(H), any action taken as a result of discussions in a closed meeting shall be made by vote of the Board of Education in an open public meeting.
 - (d) Following completion of any closed meeting, the minutes of the open meeting that was closed, or the minutes of the next open meeting if the closed meeting was separately scheduled, shall state whether the matters discussed in the closed meeting were limited only to those specified in the motion or notice for closure.

PASSED BY THE BOARD OF EDUCATION FOR THE GALLUP-McKINLEY COUNTY SCHOOLS THIS 07th DAY OF MAY 2019.

Charles Long, President

(Seal)


ATTEST:

Michael W. Schaaf, Secretary

PUBLISH ONE TIME:

AGENDA ITEM EXECUTIVE SUMMARY

ITEM NO. 4. a.

Approval for Agenda Submission: 
Superintendent/Assistant Superintendent - Date

Board of Education Meeting Date: May 7, 2019

Item Title: Collective Bargaining Modification

Name of Presenter(s): Mike Hyatt

Committee: Yes No Name of Committee:

Action Item: Yes No Consent Agenda Yes No

Motion: Approval of the Collective Bargaining Agreement between Gallup McKinley County School District and MCFUSE for SY' 2019-2020- ACTION

Executive Summary

The agreements between Gallup McKinley County School District and McKinley County Federation of United School Employees are attach.
The Financial Agreements, Other Negotiated Items, Classified Employees Workday , Memorandum of Agreement, Duration of Contract, 2019-2020 School Calendar and Length of Contract.

GALLUP-McKINLEY COUNTY PUBLIC SCHOOLS
GALLUP, NEW MEXICO



TIM BOND
Assistant Superintendent of Support Services

SANDRA K. LEE
Director of Personnel

K'DAWN MONTANO
Personnel Coordinator

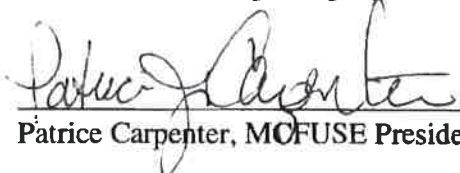
Tentative Agreement
April 23, 2019


Financial Agreements:

1. Extended Learning requires additional work days for CBA employees that provide direct services to students and schools.
 - a. Employees who are currently on 180-day contracts will be on a 188-day contract.
 - b. Employees who are currently on 182-day contracts will be on a 188-day contract.
 - c. Employees who are currently on 184-day contracts will be on a 190-day contract.
 - d. The Extended Learning contract length changes will only apply for the 2019-2020 school year.
2. K5+ staff will receive their daily rate through non-contract pay during the summer session. When school begins, K5+ staff will receive their regular contracted pay.
3. GMCS will offer an additional 3.46% raise for employees supporting students through Extended Learning as per Item 1d above.
4. In addition to the state mandated 6% raise, GMCS will add a .5% raise, which will result in a total raise for all CBA employees of 6.5% raise. The 6.5% raise will become and remain a part of the salary schedule.
5. GMCS will have a minimum \$10 hourly rate for Classified staff starting with the 2019-2020 school year, and will become and remain a part of the salary schedule.

Other Negotiated Items:

1. Article 48 Paragraph 1 will read: MCFUSE and Personnel will work together to do a CBA review for all new professional development initiated by the District, which may directly impact CBA and bargaining units. (All subsequent paragraph numbers will change accordingly.)
2. Article 13 (Certified Employees – Work Week) will remain the same. The District will work judiciously to improve the effectiveness of the professional development structure during preparation periods and early release times.
3. At the end of the 2019-2020 school year, the District will seek feedback from parents, staff, students, and community members regarding Extended Learning and the 2020-2021 school year calendar.
4. The Collective Bargaining Agreement shall be in effect from July 1, 2019 to June 30, 2022.


Patrice Carpenter, MCFUSE President


Tim Bond, Assistant Superintendent

GALLUP-McKINLEY COUNTY PUBLIC SCHOOLS
GALLUP, NEW MEXICO



TIM BOND
Assistant Superintendent of Support Services

SANDRA K. LEE
Director of Personnel

K'DAWN MONTANO
Personnel Coordinator

TENTATIVE AGREEMENT

April 23, 2019

Article 14-Classified Employees – Workday

Section C – Workday For Classified Personnel, Except as Otherwise Stated in this Article

Para. 1 shall read:

“A normal workday for Classified employees is 7.5 hours.”

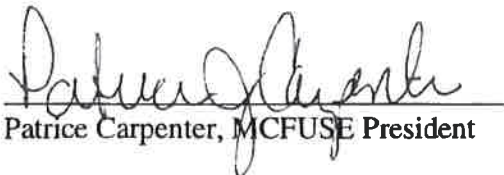
Para. 2: Continue with current language

Para. 3 shall read:

“All Classified employees and supervisors shall sign a statement at the beginning of each school year acknowledging that each Classified employee is entitled to and shall take one (1) fifteen (15)-minute break during the 7.5-hour workday. The break shall be taken on the job site. The break shall be scheduled in conjunction with the supervisor to minimize instructional impact and work duties. The break cannot be combined with the lunch period. The break shall not be taken at the very beginning or end of a workday.”

“This signed statement will also advise Classified employees that it is their responsibility to inform the union/MCFUSE if the work break is disallowed.”

“The electronic clock system will be continued for daily work arrivals and departures; however, the system will not be utilized for break.”


Patrice Carpenter, MCFUSE President


Tim Bond, Assistant Superintendent

MEMORANDUM OF AGREEMENT

Gallup-McKinley County Schools (GMCS) and McKinley County Federation of United School Employees (MCFUSE) enter into this Memorandum of Agreement (MOA) effective on July 1, 2019 upon signing this agreement between the parties.

1. The language set forth below, Article 10, Paragraph 7, is now obsolete and shall be removed from the Collective Bargaining Agreement:

"7. School-based Facilitators work one hundred ninety-three (193) or two hundred three (203) days."

2. The language set forth below, Article 18, Section B, Paragraph 1, is now obsolete and shall be removed from the Collective Bargaining Agreement:

"1. . . . Employment Opportunities Bulletin, and the job line."

The remainder of the sentence shall remain.

3. The language set forth below, Article 18, Section B, Paragraph 1, is now obsolete and shall be replaced by the new language as indicated:

"1. . . . An interested employee applying for a vacancy shall complete an application or the internal transfer application and notify the principal/supervisor."

New language:

"1. . . . An interested employee applying for a vacancy shall complete a Request for Transfer form, have the Request for Transfer signed by his/her principal/supervisor and upload the Request for Transfer to his/her internal application through the Gallup-McKinley County Schools website."

4. The language set forth below, Article 18, Section D, Paragraph 5, Subparagraph 1, is now obsolete and shall be removed from the Collective Bargaining Agreement:

"1. Classified Employees who wish to be considered for a classified position must complete the Internal Application for Classified Positions and obtain his/her administrator's/principal's signature acknowledging their intent to seek transfer."

5. The language set forth below, Article 18, Section D, Paragraph 5, Subparagraph 1, is now obsolete and shall be removed from the Collective Bargaining Agreement:

"3. The employee will submit the signed Internal Application for Classified Positions to the Personnel Office by the closing date specified on the advertisement."

6. The language set forth below, Article 18, Section D, Paragraph 6, Subparagraph 2, is now obsolete and shall be removed from Collective Bargaining Agreement:

"2. The receiving supervisor or administrator acknowledges receipts of the request, signs it and returns the form to the employee."

This MOA will be a permanent part of the Collective Bargaining Agreement immediately upon the signing of the 2019-2021 Collective Bargaining Agreement.

Patricia J. Carpenter 4/15/19
President, MCFUSE Date

J. Bond 4/15/19
Superintendent, GMCS Date



TENTATIVE AGREEMENT

ARTICLE 51. DURATION

1. This agreement is effective on July 1, 2019 and shall remain in full force and effect through June 30, 2022. In the event that negotiations or an impasse continues after the expiration of any contract, the existing contract will continue in full force and effect until it is replaced by a subsequent written agreement. However, this shall not require the public employer to increase any employees' levels, steps, or grades of compensation contained in the existing contract.
2. This agreement replaces any and all previous agreements by the parties.

Patrice Carpenter
President, MCFUSE

24 April 2019

Tim Bond
for Mike Hyatt

Superintendent, GMCS

24 April 2019

GMCS – Draft 2019-2020 School Calendar

4 - Independence Day
11 - First Day – K5+

JULY 2019						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JANUARY 2020						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

1 – New Year's Day
1-3 – Winter Break
6 --First Day of 2nd Semester
20 - MLK Day

1 - First Day – Teachers
1-2 Professional Dev – Teachers
5 - First Day for students

AUGUST 2019						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

FEBRUARY 2020						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

3 – P/T Conference
3 – No School/Students
17 - Presidents' Day

2 - Labor Day
16 – P/T Conference
16 – No School/Students

SEPTEMBER 2019						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

MARCH 2020						
S	M	T	W	Th	F	S
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

13 – End of Q3
16-20 – Spring Break

4 – End of Q1
11 Fall Break
14 - Indigenous People's Day

OCTOBER 2019						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
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27	28	29	30	31		

APRIL 2020						
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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

12 - Easter Sunday
27 – Navajo Sovereignty Day(Students Attend School)

11 - Veterans Day
25-29 – Thanksgiving Break
28 - Thanksgiving Day

NOVEMBER 2019						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

MAY 2020						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

25 - Memorial's Day
29 – Last Day for Students / Teachers
29 – End of Semester 2

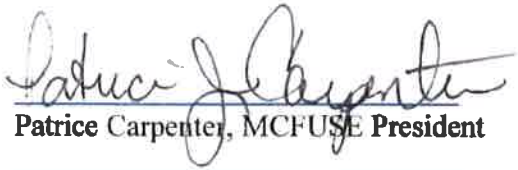
20 – End of Semester 1
23-27 – Winter Break
30-31 – Winter Break
25--Christmas Day

DECEMBER 2019						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

JUNE 2020						
S	M	T	W	Th	F	S
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7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Early Release Every Friday

GMCS – Draft 2019-2020 School Calendar


Patrice Carpenter, MCFUSE President

4-24-19
Date


Tim Bond, Assistant Superintendent

4/24/19
Date

DRAFT

GALLUP-McKINLEY COUNTY PUBLIC SCHOOLS
GALLUP, NEW MEXICO



TIM BOND
Assistant Superintendent of Support Services

SANDRA K. LEE
Director of Personnel

K'DAWN MONTANO
Personnel Coordinator

Memorandum of Agreement

Length of Contract

Effective July 1, 2019, all CBA employees who are currently on 246-day contracts will be on 238-day contracts.


Patrice Carpenter, MCFUSE President

4-24-19
Date


Tim Bond, Assistant Superintendent

4/24/19
Date

AGENDA ITEM EXECUTIVE SUMMARY

ITEM NO. 4. b.

Approval for Agenda Submission:

[Signature]

Superintendent/Assistant Superintendent - Date

Board of Education Meeting Date:

May 7, 2019

Item Title:

District Name change

Name of Presenter(s):

Mike Hyatt

Committee: Yes

No

Name of Committee:

[Empty box]

Action Item: Yes

No

Consent Agenda

Yes

No

Motion:

Approval of re-naming our school district – ACTION

Executive Summary

McKinley County School District (MCSD)
McKinley Unified School District (MUSD)
McKinley Consolidated School District (MCSD)
Gallup McKinley County Schools (GMCS)