

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, June 12, 2023 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. **Public Hearing: Proposed FY 2023-24 Budget: 7:00 p.m.**
3. Public Comments
4. Approve Consent Agenda (Action Item)
 - a. Minutes
 - b. Bill Payments
 - c. Classified personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. 5. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Superintendent's Report
 - d. Board Chairman's Comments
6. 6. Action Items
 - a. Approve Budget for School Year 2023-24
 - b. Hire Contracted Teachers/Pupil Services 2023-2024
 - c. Approve Supplemental Contracts
 - d. Consider August and November 2023 Supplemental Levy Elections
 - e. Approve FFA Travel
 - f. Ratify Negotiations 23-24
 - g. Approve Protective Equipment Request
 - h. Approve Date for July Board Meeting
 - i. Approve THS Cross-Country Head Coach
 - j. Approve Troy Junior High Cross-Country Head Coach
7. Policy Items (Action Item)
 - a. Second Reading – Approve Revised Community Relations:
Community Use of School Facilities 4210
8. Board Member Input for Future Agenda Items
9. Adjourn

Troy School District #287 Mission:

To provide educational opportunities for every student that emphasize the principles of Learning for a lifetime, respect for a community and tradition, and pursuit of excellence.

Goals:

- 1. TSD will establish and maintain a positive relationship and communication among all stakeholders.***
- 2. TSD will provide the resources to inspire all students to become lifetime learners.***
- 3. TSD will adopt & maintain a systematic approach and resource to promote excellence in all fields.***

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES REGULAR MEETING
JUNE 12, 2023 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 7:02 p.m.
 - A. **Members Present:** Pam Hilliard, Dan Moyer, Wendy Fredrickson, Lisa Hunter
 - Administrators Present:** Supt./Principal Klaire Vogt; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Public Hearing: Proposed FY 2023-24 Budget:** Superintendent Klaire Vogt stated to the Board that everything in the proposed budget that was presented at the May 8, 2023 meeting is exactly the same with some items added which included: 6.5% salary increase for certificated staff which includes Administrators; 3% salary increase for classified staff, extra-curricular activities, and supplemental contracts; Longevity pay for classified staff so that longevity pay is paid across the board for staff starting their 20th year with the District; added \$3,000 to Technology for the Student Information System (SIS) backup; added \$3,000 more for snow plowing; added \$10,000 to Transfer Out for the Track resurface in 12-13 years; moved two secondary paraprofessional staff positions from Special Education to General Fund secondary aides; Facility Use fees increased to \$50; Driver Ed tuition will increase from \$195 to \$200 per student next school year; Breakfast and Lunch prices will increase 20 cents each for Elementary, Secondary, and Adult meals.
3. **Public Comments:** None
4. **Approve Consent Agenda (Action Item):** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Board Minutes from May 8, 2023; Negotiations Minutes from May 9, 2023 and May 16, 2023; Bill payments totaling \$368,135.74; New Hire included Kim Malm, Library Aide; Resignations from Avery Ruchert, Gabriella Ross, and Aiden True.
5. **Information Items:** Budget reports included: May 2023 ASB financial reports; Medical Insurance Pool Report; District Financial report; Enrollment Report – 327 students. Superintendent’s report included: **Strategic Plan-Facilities:** Elephant Ear Booth—inquiry was made to add FFA Alumni & Supporters to the title; remove Steve Braun’s name from the title; the Bus Garage door is being completed. **Strategic Plan-Recruitment and Retention:** Entertained adding a second Science teacher at the High School; a Classified Salary Schedule has been implemented with each staff position placed on the schedule with current placement plus next step plus longevity pay for classified staff who has been in the district 20 plus years. **Other news:** Attended the ISBA Leadership Conference in Moscow on June 8th and the topic most impressed was Community Engagement and the importance of chain of command. Deputy Superintendent Ryan Cantrell stopped by the District Office for a visit and was very supportive and complimented the District for the beautiful school buildings. Board Chair Pam Hilliard read two thank you cards from applicants who have received the Kelly Scholarship for Fall 2023. Pam Hilliard also thanked Klaire Vogt for finishing her first year as superintendent.
6. **Action Items:**
 - A. **Approve Budget for School Year 2023-24:** Lisa Hunter moved to approve the fiscal year 2023-2024 budget as presented. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - B. **Approve Hire of Contracted Teachers/Pupil Services 2023-2024:** Lisa Hunter moved to approve to hire the Renewable, Category 3 and Category 2 contracts as listed. Daniel Moyer seconded. All voted aye. Motion carried.
 - C. **Approve Supplemental Contracts:** Daniel Moyer moved to approve the 2023-2024 Supplemental Contracts for Sam Hoffman, 30 days and Ashley Nelson, 7 days. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - D. **Consider August and November 2023 Supplemental Levy Elections:** Wendy Fredrickson moved to not schedule a supplemental levy election for August 2023 but to revisit the November option at the August 2023 meeting. Daniel Moyer seconded. All voted aye. Motion carried.
 - E. **Approve FFA Travel:** Wendy Fredrickson moved to approve the out-of-state travel for the FFA to the Washington Leadership Conference June 13-18, 2023. Daniel Moyer seconded. All voted aye. Motion carried.
 - F. **Ratify Negotiations 23-24:** Lisa Hunter moved to approve to ratify the Negotiated Agreement for the 2023-2024 school year. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - G. **Approve Protective Equipment Request:** Wendy Fredrickson moved to approve protective equipment use for the football team to use during football camp July 22-July 31, 2023. Lisa Hunter seconded. All voted aye. Motion carried.
 - H. **Approve Date for July Board Meeting:** Lisa Hunter moved to approve changing the Troy School Board meeting from Monday, July 10 to Monday, July 17, 2023 at 7:00 p.m. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - I. **Approve THS Cross Country Head Coach:** Daniel Moyer moved to approve Jennette Warren as the THS Cross Country Head Coach. Wendy Fredrickson seconded. All voted aye. Motion carried.

- J. Approve Troy Junior High Cross Country Head Coach:** Wendy Fredrickson moved to approve Halee Bohman as the Troy Junior High Head Cross Country Coach. Daniel Moyer seconded. All voted aye. Motion carried.
- 7. Policy Items (Action Items)**
- A. Second Reading/Approval: Revised Policy 4210 Community Relations: Community Use of School Facilities:** Pam Hilliard moved to approve Revised Policy 4210 Community Relations: Community Use of School Facilities. Wendy Fredrickson seconded. All voted aye. Motion carried.
- 8. Board Member Input for Future Agenda Items:** Consider Supplemental Levy for November with the amount and committee input; research the master plan of the district with property lines; policy regarding Graduation Commencement
- 9. Adjourn:** By unanimous consent, meeting was adjourned. Meeting adjourned at 8:57 p.m.

Pam Hilliard, Board Chair

Theresa Priebe, Clerk

NEGOTIATIONS MINUTES
MAY 16, 2023
TROY ELEMENTARY SCHOOL

District Members: Pam Hilliard, Negotiator; Lisa Hunter, Klaire Vogt, Superintendent; Theresa Priebe, Clerk

TEA Members: Crystal Tibbals, Negotiator; Matthew Bruns, Alison Bohman

Pam Hilliard called the meeting to order at 4:31 p.m.

Pam Hilliard stated welcome. Negotiations minutes, did you get a chance to look at those? Any questions?

Crystal Tibbals stated they looked just fine.

Negotiations minutes (4-27-23) were signed by both parties.

Pam Hilliard stated alright. What we are hoping is we kinda fell off track a bit at the last meeting so hoping to have a proposal from you as far as salaries and insurance. What are you looking for?

Crystal Tibbals stated last time we just ran out of time and there wasn't time to look over the numbers once we got clarification on things and we've had time to do all of that. And so, we're absolutely ready to move forward with that. So, um, better get my thoughts in order. I'm so ready, um, so based on the numbers here that just want to restate as I'm understanding it, that these were 6 or 6.5% on the base and then we added monies to the first cell, so it would not normally get any based on the new, so any additional would get added on. And, that actually sounds, it sounds wonderful. It sounds wonderful. Um, I do want to revisit, just a little bit, with the longevity piece. Just so that we can explain what our understanding is and what our thoughts are on this. So, when it was, it was added last year, looking at the minutes from last year, and it was stated as establishing longevity pay would be a new benefit for the staff. And so, we did not understand that it came out of the allocations, the additional allocations at that time and this year there's so much new money, there's so, so much new money. You know what I mean, it's not a really big deal. Our worry is if that money is always coming out of the monies coming from the State each year, that sometimes there won't be so much new money. And so, right now the number of people that pull from that longevity pay is just a handful, but our concern is that that number gets bigger and the monies from the State gets much smaller that it's not equitable at all. So, that is our big concern—making sure we're taking care of everyone.

Pam Hilliard stated and so, what is your suggestion.

Crystal Tibbals stated well, our suggestion would be that the longevity pay not be pulled from the monies allocated for new salaries and that it would be budgeted from a different pool.

Pam Hilliard stated which would mean that we either increase our levy or um, take money from someplace. It has to come, there's not a magic pot out there.

Crystal Tibbals stated and I understand that. I also know, I know that based on last year's budget and I hadn't see this year's budget proposal, that our fund balance is very comfortable, that there is quite a bit of money in our fund balance. Like I said, this may not be something we have to hash out this year because there is so much money this year and this is a theoretical situation that is very scary to me. It's not sustainable in consecutive years. If they only allocated 2% raise to teachers then all of that would go into the longevity pay and that's not okay. So we may need to discuss next year or even this year if you want to get into it, where we can make that happen because we love the idea of longevity pay. You know last year when it was brought up, it was we want to do this

extra thing, it need to be an extra new benefit and wonderful, but not at the sacrifice of our newer staff members and that's our big concern on that.

Pam Hilliard stated okay. If that's part of your proposal that we don't take it from your salary, we can discuss that.

Crystal Tibbals stated okay. Perfect. And then that way we can look at the 6% or 6.5% based on that decision.

Pam Hilliard stated what is your request then, 6 or 6.5%.

Crystal Tibbals stated well, we would go for the 7% if we would take the \$10,500 of longevity out which would put it up to a total of \$130,494 of new money, which is below the agreed upon 133(000) of the new monies that would be spent to fund the raises.

Pam Hilliard stated so 7% without the longevity. And the longevity wouldn't be part of that.

Crystal Tibbals stated correct.

Pam Hilliard stated okay. Did you have a proposal for insurance.

Crystal Tibbals stated for insurance, we as a team haven't been able to discuss at the table much about insurance. I threw in an idea out early regarding insurance, um, but we haven't discussed that at all and I think that it's not something that we would move forward on. We did meet in the insurance committee meeting and there was an option offered for a \$13 supplemental piece that would cover all families in the District for online doctors. The tele-health stuff, right. And I think that would be a really incredible option for families and that would help the families that are the ones we were addressing when we first opened up—the ones with the greatest need with the cost of insurance. WE are requesting that Ally Health, Ally Tele-Health thing.

Alison Bohman stated I wasn't there.

Crystal Tibbals stated I know you weren't.

Pam Hilliard stated we calculated that to be a little over \$8,000 a year it would cost us.

Crystal Tibbals stated I'm not sure about that.

Pam Hilliard stated okay. Anything else?

Crystal Tibbals stated I don't think so based on what we talked about before. Those were the two items really I think.

Pam Hilliard stated you still want movement on the salary schedule.

Crystal Tibbals stated yeah. I think we signed on that. No, we did the class size one.

Pam Hilliard stated yeah.

Crystal Tibbals stated so, movement on the salary schedule, 7% increase and then the tele-health option.

Pam Hilliard stated alright. Do you mind leaving?

Crystal Tibbals stated not at all.

Teams caucused at 4:36 p.m.

Teams returned to the table at 4:53 p.m.

Pam Hilliard stated alright. We would agree to reinstate the Master Agreement, which as a reminder that it includes longevity. We have that in the Master Agreement which we would negotiate on every year. For insurance, we would keep our current insurance with Blue Cross and cover the increase for staff, it's at 6.9%, so it's a substantial increase, plus we would cover Ally Health for all employees. On salaries, we would go ahead with the movement on steps and lanes and then for the salary increase, we would, we should be able to do the 6% knowing that it's not in State code, it's not a permanent increase we're getting. We could in a couple of years not have that money anymore. So, we would go with 6% and we would be taking longevity from there. We gotta take it from somewhere and so that would be what our proposal would be back.

Crystal Tibbals stated okay. Based on these numbers, the 6.5% is very, very close to the 133(000) that we had discussed so would you, what we would propose is to meet in the middle at 6.5.

Pam Hilliard stated having the rest of it, you're okay with.

Crystal Tibbals stated yes. The rest of it sounds wonderful.

Pam Hilliard stated okay. Do we want to discuss? You mind stepping out again.

Teams caucused at 4:54 p.m.

Teams returned to the table at 5:00 p.m.

Pam Hilliard stated alright. We have agreed we would go with the 6.5%, but you know again that there's no extra duties, no extra time being requested, and recognize that it's unprecedented increase that you guys are getting. So please make sure your folks are thankful for it. We don't know what's going to happen in a couple of years, tht this is not a permanent increase so things could change in the future, okay.

Crystal Tibbals stated sounds good.

Pam Hilliard stated alright.

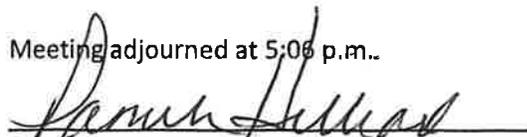
Teams initialed items on the TEA list as being agreed to.

Pam Hilliard stated any questions.

Crystal Tibbals stated I don't think so.

TEA team stated thank you.

Meeting adjourned at 5:06 p.m..


Pam Hilliard, Negotiator


Crystal Tibbals, TEA Negotiator

NOTICE OF NEGOTIATIONS MEETING

**BOARD OF TRUSTEES
TROY SCHOOL DISTRICT NO. 287
LATAH COUNTY, IDAHO**

NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Negotiations Teams for both the Board of Trustees and Troy Education Association of said district has called a meeting to be held at 4:30 p.m. at the Troy Elementary School Library, 103 Trojan Drive, Troy, ID on Tuesday, May 16, 2023. The purpose of this meeting is as follows:

- 1. Negotiations**

**Dated this 11th day of May 2023
Theresa Priebe
Clerk, Board of Trustees**

NEGOTIATIONS MINUTES
MAY 9, 2023
TROY ELEMENTARY SCHOOL

District Members: Pam Hilliard, Negotiator; Lisa Hunter, Klaire Vogt, Superintendent; Theresa Priebe, Clerk

TEA Members: Crystal Tibbals, Negotiator; Matthew Bruns, Alison Bohman

The meeting began at 3:59 p.m.

Pam Hilliard stated we have the minutes. Did you guys have a chance to read them.

Crystal Tibbals stated yes.

Pam Hilliard asked if all was okay.

Crystal Tibbals stated yes. I had to print part of it out to make sure I understood it completely.

(Minutes were signed by both parties)

Crystal Tibbals stated it definitely makes you want to be more precise.

Pam Hilliard stated yes doesn't it.

Pam Hilliard stated alright we did go ahead and look at the, um, the money we had. As a reminder, we have about \$133,000 to spend and the ladies here put together a sheet that shows 5, 6, 6.5, and 7 percent. And so, it looks like we're somewhere, we have the money somewhere between 6 and 6.5%, um, that would include steps and lanes and the longevity.

Percent on Base	Steps and Lanes	Longevity	Fund	Total Cost
5%	104,838	10,500	Gen/Alloc/"new"	115,338
6%	117,419	10,500	Gen/Alloc/"new"	127,919
6.5%	123,710	10,500	Gen/Alloc/"new"	134,210
7%	129,994	10,500	Gen/Alloc/"new"	140,494

Crystal Tibbals stated okay. So this is different than what we ended with last time based on the minutes. So how are the numbers different based on this. I'm just curious where you got the numbers for this.

Pam Hilliard stated where

Crystal Tibbals stated because where we finished we had said because that's the part I'm confused about so I just double checked that, that the steps and lanes are already calculated within the percentages that we're working with last time. The last time we talked about the false step where we were that a 6% would be 93,080 because steps and lanes were already included in it. We didn't have to pull in extra.

Pam Hilliard stated can you guys describe what you did. (Pam referred to either Klaire Vogt or Theresa Priebe).

Klaire Vogt stated oh, you're talking about where we got the 133.

Crystal Tibbals stated no, I'm talking about the 5% here (referring to above table).

Klaire Vogt stated un-huh

Crystal Tibbals stated it says here step and lanes and we had broken the steps and lanes up to being the 38(000).

Klaire Vogt stated I took that out, right.

Crystal Tibbals stated which left us at the 133(000).

Klaire Vogt whispered do you have the doohickey.

Crystal Tibbals stated see that's the part I'm confused about so that's why I printed it out because I was like I'm having trouble

Klaire Vogt stated because at the very end of the meeting we had talked about where it was the 133(000). No it was like 139(000)-ish, right. I know we said steps and lanes we took out, right.

Crystal Tibbals stated what was

Pam Hilliard stated steps and lanes we had at 38,497.

Crystal Tibbals stated right. The 133,597 steps and lanes already removed. Is what the minutes said.

Klaire Vogt stated because we had started with the 139(000)-ish, right.

Someone stated I didn't think so.

Crystal Tibbals stated this is the first stuff and then....We were at the 133,539 and then we were talking about these numbers and then we realized right in the middle that these numbers already included the steps and lanes and we didn't have to pull it out, so we were going with the 133(000) correct. Which is what's going on over here. I've got myself all confused.

Alison Bohman stated just look at the minutes where we marked.

Crystal Tibbals stated okay.

Alison Bohman stated I don't know if people brought another, well, yeah, we have another copy of the minutes.

Crystal Tibbals stated we're back to the 133(000) and so we need to keep going because we had the 93(000) for the 6% and this has 6% cost 127(000) whereas before, we were saying 6% was 93,8(00).

Klaire Vogt stated I had it all in my head right before we came. Then we go

Crystal Tibbals stated because I was confused about that too which is why I looked at that and that is why we said 133(000).

Klaire Vogt stated and then 133(000) included, so we took out the cost of steps and lanes, right. Is that what you're saying.

Crystal Tibbals stated yeah, we already deducted from the total. So the 133(000)

Klaire Vogt stated was the number, so not including steps and lanes.

Theresa Priebe stated no.

Klaire Vogt stated including...say that again.

Theresa Priebe stated the 133(000) includes everything, steps and lanes

Klaire Vogt stated right.

Pam Hilliard stated everything has to be included.

Theresa Priebe stated if we were to pull out the steps and lanes, you would be at the 95(000).

Klaire Vogt stated the 95(000), yes.

Theresa Priebe stated that was *my* understanding.

Pam Hilliard stated uh-huh.

Crystal Tibbals stated okay. So these were based on the last numbers. So it says with steps and lanes a 5% was 98,600, based on my notes from last time. I didn't print all of my notes. I need to pull the other ones out.

Pam Hilliard stated I didn't write that down, so...

Klaire Vogt stated see a 5%...

Crystal Tibbals stated with steps and lanes is 98,6(00) when we finished our last meeting but this says 5% with steps and lanes is 115(000).

Klaire Vogt stated that's our overall cost. That's right, isn't it.

Theresa Priebe stated at 5%.

Klaire Vogt stated yeah, with steps and lanes.

Theresa Priebe stated steps and lanes movement.

Klaire Vogt stated yes, is in that total cost.

Theresa Priebe stated and, right. Based on the District's salary schedule, not what you guys presented.

Crystal Tibbals stated yeah. Right. That was totally wrong. We got rid of all of that.

Klaire Vogt stated so with 98(000), we added steps and lanes back in and we're going to get 115(000), correct. Is that what you're saying. Why are you looking like that.

Crystal Tibbals stated because now we're all confused again because my notes said it was steps and lanes, with steps and lanes.

Klaire Vogt stated if I'm understanding what you are saying....

Crystal Tibbals stated yes please.

Klaire Vogt took time to run calculations again on a piece of paper and stated 38 what.

Crystal Tibbals stated 38,497 is what we were working on last time.

Klaire Vogt stated do you guys mind if we caucus for a sec.

Crystal Tibbals stated nope. That's just fine.

Teams caucused at 4:08 p.m.

Teams returned to the table at 4:46 p.m.0.

Pam Hilliard stated alright go for it.

Klaire Vogt stated there you go Theresa.

Theresa Priebe stated I can explain what I did.

Klaire Vogt stated so we went back and broke down some of these pieces. While looking at Theresa, she stated do you want to or I can.

Theresa Priebe stated what I did was took our current salary schedule and I added 5% on the base. And what I did was 5%, 6%, 6.5%, 7% to see how close to 133,539 I could get. So, 133,539 or whatever that number is, is what we're working with.

Crystal Tibbals stated right!

Theresa Priebe stated based on our current salary schedule, 6% will put you at 127,919. A 6.5% will put you at 134,210. So that includes steps and lanes, the increase on the base and your longevity.

Pam Hilliard stated plus the new

Klaire Vogt stated the three new

Theresa Priebe stated and then the, uh, your fold that fall on the minimum, or what the State is paying the 41,118, I added those percentages on those as well so that everyone pretty much go about the same amount of raise.

Klaire Vogt stated doesn't it equal out to 5000 per person.

Theresa Priebe stated it averages about that, yeah.

Klaire Vogt whispered something

Everyone was quiet for a moment.

Theresa Priebe stated I ran that 133,539 through our salary schedule to get, to see what percent on the base would equal that 133(000).

Crystal Tibbals stated which would include the steps and lanes already.

Theresa Priebe stated yes, steps and lanes.

Pam Hilliard stated steps and lanes included in that 133,000. They have to be funded out of there.

Crystal Tibbals stated so where does the 93,8(00) come from because 93,8(00) plus the amount we said would be the increase in steps and lanes don't match. The 6% don't match the 117(000).

Theresa Priebe stated I'd have to see your numbers. See what you did. Because I don't understand where your numbers are coming from and you don't understand where my numbers are coming from.

Crystal Tibbals stated okay.

Theresa Priebe stated we're dealing 133,539 total allocation.

Crystal Tibbals stated I get that, but the 93,8(00) that I'm talking about is the one you gave us for 6% at the last meeting. That's where my numbers...

Pam Hilliard stated keep in mind again that it does not include the three people, the three positions, the new positions so there would be a difference there. We're talking about the three, first year employees.

Crystal Tibbals stated okay.

Klaire Vogt stated if I understand correctly, she ran the allocation through the scattergram, took the 133(000) and it populated through the 7% increase. And then changed it to the next percentage. The next part gives you the total. And then it popped it to the next total, and next total.

Crystal Tibbals stated oh, okay.

Klaire Vogt stated so we are right around and then it ended up being that. (referring to the spreadsheet with percentages).

Crystal Tibbals stated okay.

Klaire Vogt stated with people on the schedule. That's why.....if I got it right.

Crystal Tibbals stated so the scattergram that we were working with

Klaire Vogt stated here you go.

Papers were shuffling on the table.

Crystal Tibbals stated right. But wouldn't that have already included, included the 3% or because

Klaire Vogt stated no, this got changed. (Klaire was pointing out information on a spreadsheet to Crystal.

Crystal Tibbals stated okay so the scattergram we were just sent a couple of months ago was not the current updated one.

Klaire Vogt stated no, I think it is. I think it's the same as this—a generic one.

Crystal Tibbals stated but it doesn't have the extra three people in it

Klaire Vogt stated no, added. We raised theirs for next year.

Crystal Tibbals stated so merry next year.

Klaire Vogt stated so that new people coming in weren't getting anything.

Crystal Tibbals stated got it.

Klaire Vogt stated sorry. So am I with you

Crystal Tibbals stated I think so. I think so.

Theresa Priebe laid on the table two spreadsheets with corresponding scattergrams for display and stated okay. So this column is the freeze. This is where you're at right now.

Crystal Tibbals stated okay.

Theresa Priebe stated now, what I did in these pink columns (referring to the scattergram—salary schedule for the new year) is I added the same percentages—6% to the 41,118 to bump threese folks up if they fall in here. There's 6% that was filtered through.

Crystal Tibbals stated got it.

Theresa Priebe stated so with the 6% where everybody would fall, it would end up being 127(000) for that one.

Crystal Tibbals stated that has all the new people on it.

Theresa Priebe stated I don't believe that I have a new person on there.

Klaire Vogt stated if we hired a new person.

Theresa Priebe stated if we hired a new person.

Crystal Tibbals stated okay.

Theresa Priebe stated if we hired another science teacher, that's not on here (referring to the spreadsheet on display).

Crystal Tibbals stated okay.

Theresa Priebe stated so with the 6.5%, again this is where you're currently at, this is where you would fall at on the salary schedule, for next year, this is movement (referring to the green highlighted areas on the spreadsheet), I'm looking at movement, so that would come out to 134(000).

Klaire Vogt stated but isn't the title going from .8 to 1.0

Theresa Priebe stated right.

Klaire Vogt stated so technically she'd have more.

Crystal Tibbals stated okay.

Theresa Priebe stated so that is what I did.

Crystal Tibbals stated okay.

Theresa Priebe stated because Klaire wanted to know what it was going to be for 5, based, these percentages based on our salary schedule.

Crystal Tibbals stated no, that makes sense. We've always tried to operate without the _____ (couldn't make out the wording due to noise). You know what I mean

Klaire Vogt stated exactly.

Crystal Tibbals stated my thing was I was working with this number here and that number plus that number doesn't equal that number and it didn't make any sense to me at all.

Theresa Priebe pointed to the displayed spreadsheets and stated this is *my* simplified version.

Crystal Tibbals stated okay.

Theresa Priebe stated because if you take out the...my question is, if you take out the steps and lanes and we have 95,000 to filter through to get a percentage, where you get, how is that, you know, the steps and lanes, how does that factor into the percentage. You're not going to get

Klaire Vogt stated very tiny.

Theresa Priebe stated yeah, probably a 3 or 3.5%.

Klaire Vogt stated shouldn't say tiny.

Theresa Priebe stated so, this is my most simplified version.

Crystal Tibbals stated okay. Got it. Well, I think I got a little bit. Maybe talk about that. I wanted to talk about the longevity piece that was added in here. At the last meeting I believe based on the minutes also that we all agreed that it had already been allocated as part of the negotiations last year and already planned for and shouldn't necessarily come out of the new money that was being allocated.

Pam Hilliard stated but it's not, it's part of what the base money we get that we have to, um, budget each year for it. It's not like we got permanent additional money last year. If I'm understanding it, it's part of this allocation of 133,000.

Crystal Tibbals stated even though it's not something we're not even negotiating this year. It was already negotiated and established last year and the monies were already counted for. There's no new people moving over.

Klaire Vogt stated same pot.

Crystal Tibbals stated okay, because and then the minutes from last meeting we did discuss it. Starts kinda

Klaire Vogt stated and that was the question I had were in the minutes where I said wait a minute, you would have longevity and you had asked if that was budgeted for.

Crystal Tibbals stated right and then you said true.

Klaire Vogt stated budgeted but not allocated. But we, if the District expects to pay it, but the money's still coming in. You use the money to pay it. It doesn't come out of a different fund. Doesn't come out of, comes out of the allocations. So it's not like you get 10,000 this last year and 10,000, this is still the pot of money you get. Does that make sense. (No, I got the eyebrow look).

Crystal Tibbals stated it doesn't make sense and that's what's shown in here to is that I don't, I, I think I understand what you're saying. I just don't know if I agree with it.

Klaire Vogt stated so next year we would still, we know that there's that expense coming with, we still need that money to come in to pay the bill. Does that make sense?

Crystal Tibbals stated what you're saying, I understand what you're saying. What you're saying does make sense, but I don't, I don't know what to say anymore. So, um, I would love to have copies of these if (referring to the spreadsheets and scattergrams on the table).

Theresa Priebe stated go ahead.

Crystal Tibbals stated can I take them. And then we would definitely need to caucus again to go over these numbers. 3 minutes to 5:00.

Pam Hilliard stated we should probably set another time.

Crystal Tibbals stated okay with me.

Pam Hilliard stated how soon do we want to meet again. Do we want to try to meet next week?

Teams agreed to meet on Tuesday, May 16, 2023 at 4:30 p.m.

Pam Hilliard stated alright and, um, you're going to look at the numbers more.

Crystal Tibbals stated yeah.

Pam Hilliard stated and maybe we can look at the numbers more so next time we can explain the calculations and see where we can get.

Crystal Tibbals stated sounds good.

Meeting adjourned at 4:58 p.m.

Pam Hilliard, District Negotiator

Crystal Tibbals, TEA Negotiator

NOTICE OF NEGOTIATIONS MEETING

**BOARD OF TRUSTEES
TROY SCHOOL DISTRICT NO. 287
LATAH COUNTY, IDAHO**

NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Negotiations Teams for both the Board of Trustees and Troy Education Association of said district has called a meeting to be held at 4:00 p.m. at the Troy Elementary School Library, 103 Trojan Drive, Troy, ID on Tuesday, May 9, 2023. The purpose of this meeting is as follows:

- 1. Negotiations**

**Dated this 5th day of May 2023
Theresa Priebe
Clerk, Board of Trustees**

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES REGULAR MEETING
MAY 8, 2023 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 7:01 p.m.
 - A. **Members Present:** Pam Hilliard, Dan Moyer, Wendy Fredrickson, Kyle Osborn, Lisa Hunter
 - Administrators Present:** Supt./Principal Klaire Vogt; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Education Presentation:** Nicole Recla presented the THS Response to Intervention (RTI) data review and process.
3. **Public Comments:** None
4. **Approve Consent Agenda (Action Item):** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Board Minutes from April 10, 2023; Negotiations Minutes from March 16, 2023; Bill payments totaling \$351,124.41; New Hire included Isaac Stoner as JrHi Asst. Track coach; Resignations from Tera Stoner, Cross Country Coach, and Elise (Waldrop) Francis from Library Aide and Asst Cheer Coach.
5. **Information Items:** Budget reports included: April 2023 ASB financial reports; Medical Insurance Pool Report; District Financial report; Kelly Scholarship Mutual Fund; Enrollment Report – 328 students. HS Principal Report; Elementary Principal Report; Superintendent’s report included: 2023 Preliminary ISAT results are coming in with final data in June; attended the Law Conference; Board Training was on May 1, 2023 for Strategic Planning which included Student Achievement, Financial Responsibility/Transparency; Facilities; Communication and Recruitment & Retention of Staff; Summer maintenance projects in the student-occupied buildings will include TES bathrooms, HVAC MPR/Ag room, TES Flooring, Installation of basketball hoops; TES/THS Audio Enhancement/Intercom; and other Summer Maintenance projects will include purchasing an UTV, install a drinking fountain at the Track, a paint shed, Bus Garage door repair and AC Guards at the Elementary School. Committee meetings for Technology, Insurance and Wellness have been finished and Negotiations is scheduled for May 9th. Board Chair Pam Hilliard had no comments.
6. **Action Items:**
 - A. **Approve Kelly Scholarship Recipients:** Wendy Fredrickson moved to approve the Kelly Scholarship award amount of \$1,561.16 for the following recipients: Andie Cook, Sarah Fry, Isaac Stoner and Zachary Stoner. Daniel Moyer seconded. All voted aye. Motion carried.
 - B. **Approve Math Curriculum:** Kyle Osborn moved to approve the purchase of the new math curriculum enVision Math @ 2024, option one in the amount of \$22,461.85 as researched and recommended by the curriculum committee. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - C. **Approve Hiring Extra-Curricular Assignments:** Kyle Osborn moved to approve the hiring of extra curricular assignments for the 2023-2024 school year as listed. Daniel Moyer seconded. All voted aye. Motion carried.
7. **Policy Items (Action Items)**
 - A. **Second Reading** – Wendy Fredrickson moved to table Policy 4210 Community Relations: Community Use of School Facilities. Lisa Hunter seconded. All voted aye. Motion carried.
8. **Board Member Input for Future Agenda Items:** Baseball Field
10. **Adjourn:** By unanimous consent, meeting was adjourned. Meeting adjourned at 8:57 p.m.

Pam Hilliard, Board Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, May 8, 2023 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Education Presentation:
3. Public Comments
4. Approve Consent Agenda (Action Item)
 - a. Minutes
 - b. Bill Payments
 - c. Classified Personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Information Items
 - a. Budget Reports – Draft FY23-24 Budget Review
 - b. Enrollment Report
 - c. Principals Report
 - d. Superintendent’s Report
 - e. Board Chairman’s Comments
6. Action Items
 - a. Approve Kelly Scholarship Recipients
 - b. Approve Math Curriculum
 - c. Approve Hire of Extra Curricular Assignments (Including Head and Assistant Coaches)
7. Policy Items (Action Item)
 - a. Second Reading – Approve Community Relations: Community Use of School Facilities 4210
8. Board Member Input for Future Agenda Items
9. Adjourn

Troy School District #287 Mission:

To provide educational opportunities for every student that emphasize the principles of learning for a lifetime, respect for a community and tradition, and pursuit of excellence.

Goals:

- 1. TSD will establish and maintain a positive relationship and communication among all stakeholders***
- 2. TSD will provide the resources to inspire all students to become lifetime learners.***
- 3. TSD will adopt & maintain a systematic approach and resource to promote excellence in all fields***

NOTICE OF SPECIAL MEETING

**BOARD OF TRUSTEES
TROY SCHOOL DISTRICT NO. 287
LATAH COUNTY, IDAHO**

NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Board of Trustees of said district has called a special meeting to be held at 6:00 p.m. at the Troy High School Library, 101 Trojan Drive, Troy, ID on Monday, May 1, 2023. The purpose of this special meeting is as follows:

- 1. Board Training Workshop (No actions will be taken)**

This special meeting of the Board of Trustees is called pursuant to Title 74 and Chapter 2, Idaho Code.

**Dated this 26th day of April 2023
Theresa Priebe
Clerk, Board of Trustees**

NEGOTIATIONS MINUTES
MARCH 16, 2023
TROY ELEMENTARY SCHOOL

District Members: Pam Hilliard, Negotiator; Lisa Hunter, Klaire Vogt, Superintendent;
Theresa Priebe, Clerk

TEA Members: Crystal Tibbals, Negotiator; Matthew Bruns, Alison Bohman

The meeting began at 4:00 p.m.

Pam Hilliard welcomed everyone and asked that everyone state their name for the record. Pam Hilliard, negotiator on the Board side, Klaire Vogt, Superintendent, Crystal Tibbals lead negotiator for TEA this year, Matt Bruns, Alison Bohman, Lisa Hunter, School Board, Theresa Priebe, Clerk.

Pam Hilliard stated alright. Thanks. Alright, well I think we are going to turn it over to you. Do you have a proposal that you want to give to us?

Crystal Tibbals stated well, more talking points that we were just wanting to, I made several copies so everyone can look, and mostly just things that we want to sit down and discuss for like the good of everyone. You know, because we're all in this together and just some ideas that we had.

TEA Proposal 2023-2024

1. Reinstate the 2022-2023 Master Agreement for 2023-2024 with the following proposed changes:
 - a.) Movement on the salary schedule (steps and lanes)
 - b.) Salary increase—Discussion following the completion of the 2023 legislative session
 - c.) Insurance – How can the district help families cover insurance for dependents?
 - d.) Class size discussion – 7.06
 - i. Limit class sizes to 26 for 7-12 per grade level
 - ii. Possible re-wording of 7.06

Crystal Tibbals continued so just reinstating the Master Agreement for the next year 2023-2024 school year. Maintain movement of the salary schedule. We would like to talk about a salary increase after the legislation finishes up their job, so we know what kind of money we're looking at. We would like to have a conversation about insurance and things that we could maybe come up with as a team to help people that have dependents on their insurance and what possibilities there are to have a conversation and then the last item is just a conversation on classroom size and I did put the number in there possibly adding some limits to class sizes and maybe some rewording of when it does go over that amount. We just want to have some conversation.

Pam Hilliard stated alright, go for it.

Crystal Tibbals stated so yeah. Well, I think we need to kinda table salary conversation for just a little while. I think maybe table is the wrong word but push aside until some decisions are made. I know that JFAC has done the first step of that process and it looks very encouraging, but it's really nice to have everything solid before we start having serious conversations about that.

Klaire Vogt stated yeah, you never know what can happen in a week.

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Crystal Tibbals stated and this can wait. So, insurance. I'm not sure how much we can talk about that yet but at least we can just get our thoughts out on what we were thinking. Last year there was a whole discussion about moving over to the state insurance and all that and after sitting on the committee with the rest of the team, it was just so cost prohibitive. It was just not a feasible option for the District to opt into and so when we were at the negotiations table, we had talked about how to help with those things and stuff and there was a change that insurance was extended to all employees that worked over part-time which was incredible and we still have this piece with dependents and insuring family or dependents is just so amazingly expensive. We have staff members that work for the insurance and take home around \$100 a month and it's very heartbreaking and so it's something that I think we could maybe sit down and brainstorm some ideas to see what we can do to help people.

Pam Hilliard stated do you have some ideas?

Crystal Tibbals stated I don't have anything solid. Something I had thought about maybe and I don't know how feasible it is but just like a pot of money that the District has that can then be divided up amongst the people that have dependents and when it's all equally distributed and when the money is gone, it's gone. Just something to offset those costs a little bit. And it, like I said, I don't know if it is even a feasible idea to do but just something. I don't know enough about insurance personally and I haven't done a ton of extensive research into it. And so that's why I wanted to talk about it and see if anyone else had thoughts on it because we all have families and we all know how hard it is to do that and how important it is to have insurance.

Matt Bruns stated and I have a question, I guess, for just clarification. Has the insurance committee had any discussions or have they had any official meetings this school year?

Crystal Tibbals stated not this school year. No.

Matt Bruns stated okay.

Theresa Priebe stated we were kinda waiting to see what the legislature was going to do to see if they were going to put more money into it, which I believe they are. Because the support unit is broke out for insurance and discretionary. So a little bit more money was put in for health insurance.

Crystal Tibbals stated okay.

Theresa Priebe stated but until that's approved, we're just kinda at a standstill. So I think we were waiting.

Crystal Tibbals stated okay.

Klaire Vogt stated have you guys heard anything from any other districts that took the state insurance.

Alison Bohman stated I haven't heard anything.

Crystal Tibbals stated what I heard from visiting with IEA last year, there were two or three districts opted in throughout the entire state because it was so cost ineffective for districts to do it. There just wasn't the support. It didn't work out the way that it was supposed to work out and when people really dug in and looked at it, it wasn't a realistic option.

Pam Hilliard stated yeah, I don't know how something like this would work, but at the U of I they have where there's kind of a sick leave account that people can donate their leave to and then people can apply to get leave if they don't have it. I don't know if something like that could work where you're talking about creating a pot of money. So, if you have 100 hours of sick leave and you want to donate some of it to this pot, then the people who need it could apply to get it. There's a whole process related to that but

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Crystal Tibbals state yeah, sick leave.

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Matt Bruns stated do we know what that timeline looks like probably within the next 2-3 weeks. What would you predict I guess.

Theresa Priebe stated April 19th we're having our post-legislative tour.

Matt Bruns stated okay.

Theresa Priebe stated we'll know something then.

Klaire Vogt stated that's here in Moscow. I think it's open to people to go.

Crystal Tibbals stated is it during the day.

Klaire Vogt stated what they do is they bring it back to you. They go over each House Bill, each bill that has passed and what's the new law and then Julie Oberle goes through the whole finances of it.

Crystal Tibbals stated that would be good. Maybe we should look into going.

Klaire Vogt stated I think it's open to everybody but it's a long day just warning you that by the time you get to Julie's thing, you're like okay.

Crystal Tibbals stated please make this make sense.

Crystal Tibbals stated so, if we just want to keep going pass that insurance for now and then the last thing is discussion on class size. So I did make a couple copies of our current Master Agreement so that it's handy. I don't have enough for everyone, but if anybody wants to look. We're looking at item 7.6 or 7.06 I think. I didn't mark it or anything fancy. Page 19. So right now it reads:

7.06: Class Size: In the interest of a sound learning environment, guidelines for maximum number of students are as follows: K-3 22 per classroom 4-6 26 per classroom. So the thought was possibly adding a maximum number for 7-12 as well. Student/teacher ratios are always the hot conversation and we do amazing work here and we can do amazing work because we have enough people to work with kids and get all the things and provide all the support and do that and we would just like to entertain adding a cap on that.

Pam Hilliard stated so do you have an idea on what you would like that number to be.

Crystal Tibbals stated well, 26 is already set for 4-6, so when we were visiting about it, it's a great number to continue with and continue the number of 26 students for 7-12 grade.

(Pause)

And then the second part of that be the possible rewording of that second portion. It says now that the ratio of general education students, special education students and inclusion students should be structured so that the class sizes are responsive to student needs when total class loads in a grade level exceeds class size guidelines, a meeting will be called by the superintendent to confer with the building principal, grade level and other appropriate teachers to determine the course of action. Goes on to say employment of a part-time instructional assistant will be considered if rebalancing class loads and/or redistribution of staff is possible. Recommendations must be advanced to the Board of Trustees for approval. The part we were looking at is that second to last sentence. *Employment of a part-time instructional assistant will be considered.* Right there. Just because we were thinking that part-time is very limiting and sometimes it may be more and just have more options available as part of that discussion. So we actually drafted a rewording.

Crystal Tibbals handed Pam Hilliard a copy of the rewording.

Crystal Tibbals stated I just took out the part-time mostly. It just had that employment of an additional staff will be considered if rebalancing class loads are/or redistribution if staff is needed to maintain a sound learning environment.

Pam Hilliard stated okay.

Klaire Vogt stated just take out part-time.

Crystal Tibbals stated the part-time piece. The employment of a part-time instructional assistant.

Klaire Vogt stated okay.

Crystal Tibbals stated don't want anything to be too limiting or constricting but just open it up for whatever is necessary.

Pam Hilliard stated okay. Do we want to break out so we can discuss it a little bit?

Crystal Tibbals stated sure. We can go to one of our classrooms.

(Chatter)

TEA team left room to caucus at 4:13 p.m.

Teams back at the table at 4:43 p.m.

Pam Hilliard stated we discussed it and I think we all are ready to agree to table A, B, and C until we know more from the legislature.

Crystal Tibbals stated okay.

Pam Hilliard stated on the class size, we discussed the 7-12 changing that to 26 and we would agree to that.

Crystal Tibbals stated wonderful.

Pam Hilliard stated on the rewording of that paragraph, instead of rewording that sentence, we are suggesting to eliminate it. Just taking that sentence out "*Employment of a part-time instructional assistant will be considered if rebalancing class loads are/or redistribution of staff is possible*". So eliminating that with the idea that right above it, it talks about a meeting with the superintendent and principal and discuss the proposals and take it to the Board. Why have any of that sentence in there?

Crystal Tibbals stated so stay as to determine course of action.

Klaire Vogt stated right. That the action could be varied.

Crystal Tibbals stated for whatever it needs to look like depending on the specific needs of the class.

(Chatter)

Crystal Tibbals stated it already has the stuff for a sound learning environment at the top. Because when I was typing that it was a little redundant.

Klaire Vogt stated The discussion we had through the years there's so many options. Sometimes you want another person there and sometimes you won't need anyone near you. Sometimes a class needs more even, sometimes even the smaller classes need more. You never know. But at least that puts it in. The other piece is we were looking at, it doesn't matter at this time, but we were looking at out-of-district numbers as well. Getting those to be consistent with it.

Matt Bruns stated at the secondary level that could look like if you had a class that was above that, the newly established minimum perhaps they would have to be split up in two sections. Is that kinda what you were thinking?

Klaire Vogt stated those are ideas that we would come up with depending on how it works out.

Matt Bruns stated within that meeting.

Pam Hilliard stated depending on the need of the class.

Matt Burns stated sure.

Pam Hilliard stated if it's a good idea or not a good idea.

Klaire Vogt stated then there are schedules for the four years. I know when you move one or put one in, that's a snowball. So then at lease you would know. I don't know.

Matt Bruns stated just a background on that. The reason why we have that as an item just we thought as a staff a concern we always wanted to maintain the highest quality learning environment for students. I think we're kinda feeling that as a staff but sometimes when the classes get too large, it's really hard to give each student that individual attention that they deserve. That was kinda our feeling on that. That is why it was there as an item.

(Chatter)

Crystal Tibbals stated I think we are comfortable agreeing to this. Just to make it formal, we are agreeing and that we are willing to add the 26 per classroom, to extend it to grades 12. So, it's 4-12. And then we will reword that paragraph to eliminate a portion that says "*Employment of a part-time instructional assistant will be considered if rebalancing class load are/or redistribution of staff is possible.*"

Alison Bohman stated that was always a weird sentence in there anyway.

Pam Hilliard stated well, it's almost like it's restrictive. So why even have it?

Crystal Tibbals stated right. And that's what we were hoping to eliminate was any restrictive wording because every class is individual and with different needs.

Klaire Vogt stated but with this you still bring it to the Board and that decision can be made.

Crystal Tibbals stated right.

Pam Hilliard stated so might we want to initial this.

Crystal Tibbals stated I think we sure can.

Both parties initialed the paper.

(Chatter)

Pam Hilliard stated need to set our next meeting and we would like to suggest April 27th. That Legislative Tour is supposed to start theirs in late April and ours will be April 19th.

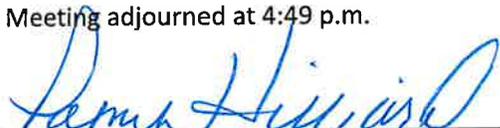
(Chatter)

Crystal Tibbals stated that she is available that night.

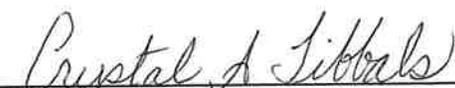
Pam Hilliard stated April 27th at the same place.

Next meeting is scheduled April 27, 2023 at 4:00 p.m. at the Troy Elementary School Library.

Meeting adjourned at 4:49 p.m.



Pam Hilliard, District Negotiator



Crystal Tibbals, TEA Negotiator

NEGOTIATIONS MINUTES
MARCH 16, 2023
TROY ELEMENTARY SCHOOL

District Members: Pam Hilliard, Negotiator; Lisa Hunter, Klaire Vogt, Superintendent;
Theresa Priebe, Clerk

TEA Members: Crystal Tibbals, Negotiator; Matthew Bruns, Alison Bohman

The meeting began at 4:00 p.m.

Pam Hilliard welcomed everyone and asked that everyone state their name for the record. Pam Hilliard, negotiator on the Board side, Klaire Vogt, Superintendent, Crystal Tibbals lead negotiator for TEA this year, Matt Bruns, Alison Bohman, Lisa Hunter, School Board, Theresa Priebe, Clerk.

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Pam Hilliard stated okay.

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Crystal Tibbals stated the part-time piece. The employment of a part-time instructional assistant.

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Crystal Tibbals stated don't want anything to be too limiting or constricting but just open it up for whatever is necessary.

Pam Hilliard stated okay. Do we want to break out so we can discuss it a little bit?

Crystal Tibbals stated sure. We can go to one of our classrooms.

(Chatter)

TEA team left room to caucus at 4:13 p.m.

Teams back at the table at 4:43 p.m.

Pam Hilliard stated we discussed it and I think we all are ready to agree to table A, B, and C until we know more from the legislature.

Crystal Tibbals stated okay.

Pam Hilliard stated on the class size, we discussed the 7-12 changing that to 26 and we would agree to that.

Crystal Tibbals stated wonderful.

Pam Hilliard stated on the rewording of that paragraph, instead of rewording that sentence, we are suggesting to eliminate it. Just taking that sentence out "*Employment of a part-time instructional assistant will be considered if rebalancing class loads are/or redistribution of staff is possible*". So eliminating that with the idea that right above it, it talks about a meeting with the superintendent and principal and discuss the proposals and take it to the Board. Why have any of that sentence in there?

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Pam Hilliard stated so might we want to initial this.

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Both parties initialed the paper.

(Chatter)

Pam Hilliard stated need to set our next meeting and we would like to suggest April 27th. That Legislative Tour is supposed to start theirs in late April and ours will be April 19th.

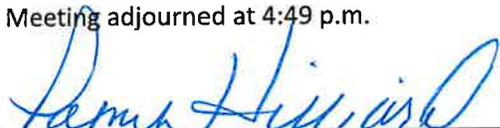
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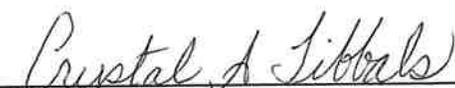
Pam Hilliard stated April 27th at the same place.

Next meeting is scheduled April 27, 2023 at 4:00 p.m. at the Troy Elementary School Library.

Meeting adjourned at 4:49 p.m.



Pam Hilliard, District Negotiator



Crystal Tibbals, TEA Negotiator

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES REGULAR MEETING
APRIL 10, 2023 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 7:03 p.m.
 - A. **Members Present:** Pam Hilliard, Dan Moyer, Wendy Fredrickson, Kyle Osborn
 - Administrators Present:** Supt./Principal Klaire Vogt; Aaron Dail, HS Principal; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Education Presentation:** Mrs. Heath and Miss Fredrickson presented what their typical day looks like for kindergarten students. Each teacher has their own students this year but after lunch and noon recess, Mrs. Heath's students go to Miss Fredrickson's room for Math and Miss Fredrickson's students go to Mrs. Heath's class for ELA. After the Math and ELA sessions, the students return to their regular classrooms to finish out the day. Both teachers collaborate first thing in the morning to start their day and collaborate after school a well. A presentation on what they both have learned so far as Mentor and Mentee and the support they give to each other and the students.
3. **Public Comments:** None
4. **Approve Consent Agenda (Action Item):** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Board Minutes from March 13, 2023; Bill payments totaling \$315,816.99; Review both the 2023-2024 Elementary Handbook and High School Handbook.
5. **Information Items:** Budget reports included: March 2023 ASB financial reports; Medical Insurance Pool Report; District Financial report; Enrollment Report – 328 students. HS Principal Report; Elementary Principal Report; Superintendent's report included: Post-Legislative Tour is April 19, 2023 and will be reviewed at the next meeting; Negotiations scheduled for April 27th at 4:00 p.m.; Morgan Loy, Jordyne Fredrickson, Ashley Nelson and Klaire Vogt participated in a two day training to become members of a "flight team" when a crisis arises in our region; Board Training dates presented for consideration; Transportation Spot Inspection; New Bus update; CRT Response to patrons; Needs for next year may include an additional Science/Math teacher at THS and the Title I-A teacher FTE increase to 1.0; Classified Salary schedule options for review and directive. Board Chair Pam Hilliard had no comments.
6. **Action Items:**
 - A. **Approve Date for Fiscal Year 2023-2024 Budget Hearing:** Wendy Fredrickson moved to approve the Fiscal Year 2023-24 budget hearing be scheduled for June 12, 2023 at 7:00 p.m. Kyle Osborn seconded. All voted aye. Motion carried.
 - B. **Approve Date for Board Workshop:** Daniel Moyer moved to schedule the Board Workshop for strategic planning on May 1, 2023 at 6:00 p.m. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - C. **Approve BPA Out-of-State Travel:** Kyle Osborn moved to approve the out-of-state travel for the BPA National Convention in Anaheim California April 25-30, 2023. Daniel Moyer seconded. All voted aye. Motion carried.
 - D. **Approve Purchase of Bus:** Wendy Fredrickson moved to approve the purchase of a new bus in the amount of \$113,385 from Western Mountain Bus and Auto Sales. Kyle Osborn seconded. All voted aye. Motion carried.
7. **Policy Items (Action Items)**
 - A. **Second Reading** – Revised Policy 3010P Students: Open Enrollment: Kyle Osborn moved to approve revised Policy 3010P Students: Open Enrollment. Wendy Fredrickson seconded. All voted aye. Motion carried. Revision includes 4-12 26 students per class
8. **Policy Items:**
 - A. **First Reading:** Revise Policy 4210: Community Relations: Community Use of School Facilities
9. **Board Member Input for Future Agenda Items:** Baseball Field
10. **Adjourn:** By unanimous consent, meeting was adjourned. Meeting adjourned at 9:32 p.m.

Pam Hilliard, Board Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, April 10, 2023 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Education Presentation:
3. Public Comments
4. Approve Consent Agenda (Action Item)
 - a. Minutes
 - b. Bill Payments
 - c. Classified personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Principals Report
 - d. Superintendent's Report
 - e. Board Chairman's Comments
6. Action Items
 - a. Approve Date for Fiscal Year 2023-24 Budget Hearing
 - b. Approve Date for Board Workshop
 - c. Approve BPA Out of State Travel
 - d. Approved Purchase of Bus
7. Policy Items (Action Item)
 - a. Second Reading – Approve Revised Policy: Revised Policy 3010P Students: Open Enrollment
8. Policy Items
 - a. First Reading – Community Relations: Community Use of School Facilities 4210
9. Board Member Input for Future Agenda Items
10. Adjourn

Troy School District #287 Mission:

To provide educational opportunities for every student that emphasize the principles of learning for a lifetime, respect for a community and tradition, and pursuit of excellence.

Goals:

- 1. TSD will establish and maintain a positive relationship and communication among all stakeholders***
- 2. TSD will provide the resources to inspire all students to become lifetime learners.***
- 3. TSD will adopt & maintain a systematic approach and resource to promote excellence in all fields***

NOTICE OF TEXTBOOK ADOPTION COMMITTEE MEETINGS

**BOARD OF TRUSTEES
TROY SCHOOL DISTRICT NO. 287
LATAH COUNTY, IDAHO**

NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Textbook Adoption Committee of said district has called a meeting to be held at the Troy High School Library, 101 Trojan Drive, Troy, ID on the following dates:

- 1. April 13, 2023 6:00 p.m. – 7:00 p.m.**
- 2. April 25, 2023 6:00 p.m. – 7:00 p.m.**

**Dated this 3rd day of April 2023
Theresa Priebe
Clerk, Board of Trustees**

NOTICE OF NEGOTIATIONS MEETING

**BOARD OF TRUSTEES
TROY SCHOOL DISTRICT NO. 287
LATAH COUNTY, IDAHO**

NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Negotiations Teams for both the Board of Trustees and Troy Education Association of said district has called a meeting to be held at 4:00 p.m. at the Troy Elementary School Library, 103 Trojan Drive, Troy, ID on Thursday, March 16, 2023. The purpose of this meeting is as follows:

- 1. Negotiations**

**Dated this 15th day of March 2023
Theresa Priebe
Clerk, Board of Trustees**

NEGOTIATIONS MINUTES
MARCH 16, 2023
TROY ELEMENTARY SCHOOL

District Members: Pam Hilliard, Negotiator; Lisa Hunter, Klaire Vogt, Superintendent; Theresa Priebe, Clerk

TEA Members: Crystal Tibbals, Negotiator; Matthew Bruns, Alison Bohman

The meeting began at 4:00 p.m.

Pam Hilliard welcomed everyone and asked that everyone state their name for the record. Pam Hilliard, negotiator on the Board side, Klaire Vogt, Superintendent, Crystal Tibbals lead negotiator for TEA this year, Matt Bruns, Alison Bohman, Lisa Hunter, School Board, Theresa Priebe, Clerk.

Pam Hilliard stated alright. Thanks. Alright, well I think we are going to turn it over to you. Do you have a proposal that you want to give to us?

Crystal Tibbals stated well, more talking points that we were just wanting to, I made several copies so everyone can look, and mostly just things that we want to sit down and discuss for like the good of everyone. You know, because we're all in this together and just some ideas that we had.

TEA Proposal 2023-2024

1. Reinstate the 2022-2023 Master Agreement for 2023-2024 with the following proposed changes:
 - a.) Movement on the salary schedule (steps and lanes)
 - b.) Salary increase—Discussion following the completion of the 2023 legislative session
 - c.) Insurance – How can the district help families cover insurance for dependents?
 - d.) Class size discussion – 7.06
 - i. Limit class sizes to 26 for 7-12 per grade level
 - ii. Possible re-wording of 7.06

Crystal Tibbals continued so just reinstating the Master Agreement for the next year 2023-2024 school year. Maintain movement of the salary schedule. We would like to talk about a salary increase after the legislation finishes up their job, so we know what kind of money we're looking at. We would like to have a conversation about insurance and things that we could maybe come up with as a team to help people that have dependents on their insurance and what possibilities there are to have a conversation and then the last item is just a conversation on classroom size and I did put the number in there possibly adding some limits to class sizes and maybe some rewording of when it does go over that amount. We just want to have some conversation.

Pam Hilliard stated alright, go for it.

Crystal Tibbals stated so yeah. Well, I think we need to kinda table salary conversation for just a little while. I think maybe table is the wrong word but push aside until some decisions are made. I know that JFAC has done the first step of that process and it looks very encouraging, but it's really nice to have everything solid before we start having serious conversations about that.

Klaire Vogt stated yeah, you never know what can happen in a week.

Crystal Tibbals stated, no, because I know, like Klaire tried to keep track of what the rules were, what was happening and it's nearly impossible to track what's happening and where they go and when they get voted down and they get amended.

Klaire Vogt stated they're in committee

Crystal Tibbals stated and this can wait. So, insurance. I'm not sure how much we can talk about that yet but at least we can just get our thoughts out on what we were thinking. Last year there was a whole discussion about moving over to the state insurance and all that and after sitting on the committee with the rest of the team, it was just so cost prohibitive. It was just not a feasible option for the District to opt into and so when we were at the negotiations table, we had talked about how to help with those things and stuff and there was a change that insurance was extended to all employees that worked over part-time which was incredible and we still have this piece with dependents and insuring family or dependents is just so amazingly expensive. We have staff members that work for the insurance and take home around \$100 a month and it's very heartbreaking and so it's something that I think we could maybe sit down and brainstorm some ideas to see what we can do to help people.

Pam Hilliard stated do you have some ideas?

Crystal Tibbals stated I don't have anything solid. Something I had thought about maybe and I don't know how feasible it is but just like a pot of money that the District has that can then be divided up amongst the people that have dependents and when it's all equally distributed and when the money is gone, it's gone. Just something to offset those costs a little bit. And it, like I said, I don't know if it is even a feasible idea to do but just something. I don't know enough about insurance personally and I haven't done a ton of extensive research into it. And so that's why I wanted to talk about it and see if anyone else had thoughts on it because we all have families and we all know how hard it is to do that and how important it is to have insurance.

Matt Bruns stated and I have a question, I guess, for just clarification. Has the insurance committee had any discussions or have they had any official meetings this school year?

Crystal Tibbals stated not this school year. No.

Matt Bruns stated okay.

Theresa Priebe stated we were kinda waiting to see what the legislature was going to do to see if they were going to put more money into it, which I believe they are. Because the support unit is broke out for insurance and discretionary. So a little bit more money was put in for health insurance.

Crystal Tibbals stated okay.

Theresa Priebe stated but until that's approved, we're just kinda at a standstill. So I think we were waiting.

Crystal Tibbals stated okay.

Klaire Vogt stated have you guys heard anything from any other districts that took the state insurance.

Alison Bohman stated I haven't heard anything.

Crystal Tibbals stated what I heard from visiting with IEA last year, there were two or three districts opted in throughout the entire state because it was so cost ineffective for districts to do it. There just wasn't the support. It didn't work out the way that it was supposed to work out and when people really dug in and looked at it, it wasn't a realistic option.

Pam Hilliard stated yeah, I don't know how something like this would work, but at the U of I they have where there's kind of a sick leave account that people can donate their leave to and then people can apply to get leave if they don't have it. I don't know if something like that could work where you're talking about creating a pot of money. So, if you have 100 hours of sick leave and you want to donate some of it to this pot, then the people who need it could apply to get it. There's a whole process related to that but

Matt Bruns stated I think we have something similar to that right, with the Sick Leave Bank.

Crystal Tibbals state yeah, sick leave.

Pam Hilliard stated that could be used for insurance.

Crystal Tibbals stated something different yeah. Because I do acknowledge like money just does not come from somewhere. It has to come from somewhere. I do get that. Just earmarking money as it come in with increases or I don't know. I don't know. Just to get the thought out. But this is still a huge area of need for many of our staff members. So, like Theresa said, it may be we kinda have to wait on to make any solid decision on.

Matt Bruns stated do we know what that timeline looks like probably within the next 2-3 weeks. What would you predict I guess.

Theresa Priebe stated April 19th we're having our post-legislative tour.

Matt Bruns stated okay.

Theresa Priebe stated we'll know something then.

Klaire Vogt stated that's here in Moscow. I think it's open to people to go.

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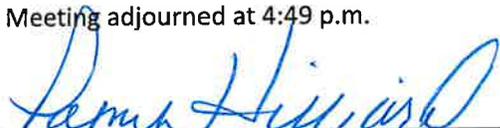
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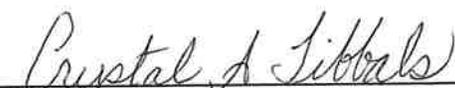
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Next meeting is scheduled April 27, 2023 at 4:00 p.m. at the Troy Elementary School Library.

Meeting adjourned at 4:49 p.m.



Pam Hilliard, District Negotiator



Crystal Tibbals, TEA Negotiator

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES REGULAR MEETING
MARCH 13, 2023 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 7:01 p.m.
 - A. **Members Present:** Pam Hilliard, Dan Moyer, Lisa Hunter, Wendy Fredrickson, Kyle Osborn
 - Administrators Present:** Supt./Principal Klaire Vogt; Aaron Dail, HS Principal; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Education Presentation:** Mrs. Stoner had 4 students attend to sing acapella one song; Mr. Hoffman had the FFA Conduct of Chapter group give a role play presentation; Mrs. Stoner provided information regarding Hope Week and how the group was formed.
3. **Public Comments:** None
4. **Approve Consent Agenda (Action Item):** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Board Minutes from February 13, 2023; Bill payments totaling \$325,933.20; Hire the following personnel—Ric Hagenbaugh, assistant baseball coach; Kerby Kirkham, assistant track coach; and Sam Collins, instructional assistant.
5. **Information Items:** Budget reports included: February 2023 ASB financial reports; Medical Insurance Pool Report; District Financial report; Enrollment Report – 328 students. HS Principal Report; Elementary Principal Report; Superintendent’s report included: ISAT testing will begin in April; Technology committee has met with start of tech plan, goals, needs/wants; Mr. Stoner updated the Board members with the history of the athletic trainer through Gritman Medical; schedule for the Post-Legislative Tour will be announced when notice is received; update on the Strategic Plan training; update on the Day on the Hill; No softball team fielded this school year due to lack of required number of players; Negotiations is scheduled to begin March 16, 2023; and an update on the RFP for the new bus. Board Chair Pam Hilliard commented that she heard there is a group in Troy saying that critical race theory was being taught at the Troy Schools.
6. **Action Items:**
 - A. **Approve Auditor Services Proposal:** Wendy Fredrickson moved to approve the proposal from Hayden Ross for auditing services for FY 2023 through FY 2027. Kyle Osborn seconded. All voted aye. Motion carried.
 - B. **Approve Kelly Scholarship Amount:** Wendy Fredrickson moved to approve the Kelly Scholarship award at five percent (5%) of the five-year average or \$6,244.66 to be awarded and distributed evenly among those applicants chosen by the Kelly Scholarship Committee. Lisa Hunter seconded. All voted aye. Motion carried.
 - C. **Approve Late Start:** Lisa Hunter moved to approve the late start on February 22, 2023 due to poor weather conditions. Daniel Moyer seconded. All voted aye. Motion carried.
7. **Policy Items (Action Items)**
 - A. **Second Reading** – Revised Policy 2500 Instruction: Library Materials: Daniel Moyer moved to approve revised Policy 2500 Library Materials. Kyle Osborn seconded. All voted aye. Motion carried.
 - B. **Second Reading** – Revised Policy 2510 Instruction: Selection of Library Materials: Kyle Osborn moved to approve revised Policy 2510 Selection of Library Materials. Daniel Moyer seconded. All voted aye. Motion carried.
 - C. **Second Reading** – Revised Policy 2510P Instruction: Selection of Library Materials: Kyle Osborn moved to approve revised Policy 2510P Instruction Selection of Library Materials. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - D. **Second Reading** – Revised Policy 2540 Instruction: Selection, Adoption, Use, and Removal of Curricular Materials: Daniel Moyer moved to approve revised Policy 2540 Selection, Adoption, Use and Removal of Curricular Materials. Kyle Osborn seconded. All voted aye. Motion carried.
8. **Policy Items:**
 - A. **First Reading:** Revised Policy 3010P Students: Open Enrollment
9. **Executive Session per Idaho Code 74-206(j) – Negotiations:** Wendy Fredrickson moved to go into Executive Session per Idaho Code 74-206(j) at 8:38 p.m. Lisa Hunter seconded. A roll call vote was taken: Kyle Osborn-aye; Daniel Moyer-aye; Lisa Hunter-aye; Wendy Fredrickson-aye; Pam Hilliard-aye. Motion carried.

Board came out of Executive Session at 9:02 p.m. No action taken.

10. **Board Member Input for Future Agenda Items:** None
11. **Adjourn:** By unanimous consent, meeting was adjourned. Meeting adjourned at 9:05 p.m.

Pam Hilliard, Board Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, March 13, 2023 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Educational Presentation
3. Public Comments
4. Approve Consent Agenda (Action Item)
 - a. Minutes
 - b. Bill Payments
 - c. Classified personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Principals Report
 - d. Superintendent's Report
 - e. Board Chairman's Comments
6. Action Items
 - a. Approve Auditor Services Proposal
 - b. Approve Kelly Scholarship Amount
 - c. Approve Late Start
7. Policy Items (Action Item)
 - a. Second Reading – Approve Revised Policy 2500 Instruction: Library Materials
 - b. Second Reading – Approve Revised Policy 2510 Instruction: Selection of Library Materials
 - c. Second Reading – Approve Revised Policy 2510P Instruction: Selection of Library Materials
 - d. Second Reading – Approve New Procedure 2540 Instruction: Selection, Adoption of Curricular Materials
8. Policy Items
 - a. First Reading – Revised Policy 3010P
9. Executive Session I.C. 74-206(J)-Negotiations
10. Board Member Input for Future Agenda Items
11. Adjourn

Troy School District #287 Mission:

To provide educational opportunities for every student that emphasize the principles of learning for a lifetime, respect for a community and tradition, and pursuit of excellence.

Goals:

- 1. TSD will establish and maintain a positive relationship and communication among all stakeholders***
- 2. TSD will provide the resources to inspire all students to become lifetime learners.***
- 3. TSD will adopt & maintain a systematic approach and resource to promote excellence in all fields***

NOTICE OF SPECIAL MEETING

**BOARD OF TRUSTEES
TROY SCHOOL DISTRICT NO. 287
LATAH COUNTY, IDAHO**

NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Board of Trustees of said district has called a special meeting to be held at 6:00 p.m. at the Troy High School Room 204, 101 Trojan Drive, Troy, ID on Monday, March 6, 2023. The purpose of this special meeting is as follows:

- 1. Executive Session per ID Code 74-206(1)(b) – Expulsion Hearing**
- 2. Board Action on Executive Session Discussion**

This special meeting of the Board of Trustees is called pursuant to Title 74 Chapter 2, Idaho Code.

**Dated this 1st day of March 2023
Theresa Priebe
Clerk, Board of Trustees**

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES SPECIAL MEETING
MARCH 6, 2023 6:00 P.M.
TROY HIGH SCHOOL CONFERENCE ROOM**

1. **Call to Order:** Pam Hilliard called the Special Meeting to order at 6:06 p.m.
 - A. **Members Present:** Pam Hilliard, Wendy Fredrickson, Daniel Moyer, Lisa Hunter, Kyle Osborn
 - B. **Administrators Present:** Supt Klaire Vogt; HS Principal Aaron Dail; Theresa Priebe, Clerk
2. **Adopt Agenda:** Chair Pam Hilliard called for a motion for Executive Session 74-206(1)(b) Student Expulsion
3. **Executive Session, Idaho Code 74-206(1)(b) – Student Expulsion:** Wendy Fredrickson moved to enter executive session at 6:06 p.m. pursuant to Idaho Code Section 74-206(1)(b) which provides that executive session is appropriate to consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against a public officer, employee, staff member or individual agent, or public school student. Daniel Moyer seconded. A roll call vote was duly taken: Kyle Osborn-aye; Pam Hilliard-aye; Daniel Moyer-aye; Wendy Fredrickson-aye; Lisa Hunter-aye; Daniel Moyer-aye. All voted aye. Motion carried.
4. Wendy Fredrickson moved to adjourn from the Executive Session at 7:13 p.m. Lisa Hunter seconded. All voted aye. Motion carried

The Board of Trustees came out of Executive Session at 7:13 p.m. No further discussion or action was taken by the Board.

Lisa Hunter moved to adjourn the meeting. Kyle Osborn seconded. All voted aye. Motion carried.

5. **Adjourn:** Meeting adjourned at 7:13 p.m.

Pam Hilliard, Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, February 13, 2023 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Education Presentation:
3. Public Comments
4. Approve Consent Agenda (Action Item)
 - a. Minutes
 - b. Bill Payments
 - c. Classified Personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Principals Report
 - d. Superintendent's Report
 - e. Board Chairman's Comments
6. Action Items
 - a. Approve Late Start Due to Power Outage, January 19, 2023
 - b. Appoint Board Negotiators
 - c. Approve Audio Enhancement Bid
 - d. Approve Request for Proposal for Bus
 - e. Approve Request for Proposal for Auditor
 - f. Approve transfer to Fund 410 Plant Facility
 - g. Approve Revised Bus Route
 - h. Approve ESSER Plan
 - i. Approve Safe Return to School Plan
7. Policy Items
 - a. First Reading – Revised Policy 2500 Instruction: Library Materials
 - b. First Reading – Revised Policy 2510 Instruction: Selection of Library Materials
 - c. First Reading – Revised Policy 2510P Instruction: Selection of Library Materials
 - d. First Reading – Revised Policy 2540 Instruction: Selection, Adoption, Use, and Removal of Curricular Materials
8. Board Member Input for Future Agenda Items
9. Adjourn

Troy School District #287 Mission:

To provide educational opportunities for every student that emphasize the principles of learning for a lifetime, respect for a community and tradition, and pursuit of excellence.

Goals:

- 1. TSD will establish and maintain a positive relationship and communication among all stakeholders***
- 2. TSD will provide the resources to inspire all students to become lifetime learners.***
- 3. TSD will adopt & maintain a systematic approach and resource to promote excellence in all fields***

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES REGULAR MEETING
FEBRUARY 13, 2023 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 7:00 p.m.
 - A. **Members Present:** Pam Hilliard, Dan Moyer, Lisa Hunter, Wendy Fredrickson
 - Administrators Present:** Supt./Principal Klaire Vogt; Aaron Dail, HS Principal; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Education Presentation:** Mrs. Tibbals and Mrs. Bohman presented what they were implementing in Social Studies and English, Language, Arts (ELA) using research materials of the American Revolution and the Boston Massacre Trials and combining their teaching skills using the Standards for student projects.
3. **Public Comments:** None
4. **Approve Consent Agenda (Action Item):** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Board Minutes from January 9, 2023; Bill payments totaling \$361,384.20; Hire the following personnel—Ed Coulter and Tera Stoner Co-Head Coaches for Track; Debbie Blazzard, Destry Hurst and Kerby Kirkham Assistant Track Coaches; Steve Corr Softball Head Coach; Tyler Strunk Head Baseball Coach; Guy Wells JrHi Girls' Basketball Coach; Trey Thatcher JrHi Boys' Head Coach and David Blum Assistant Coach.
5. **Information Items:** Budget reports included: January 2023 ASB financial reports; Medical Insurance Pool Report; District Financial report; Enrollment Report – 326 students. Supt Klaire Vogt pointed out that open enrollment numbers at TES were 19 and at THS 17 students; HS Principal Report; Elementary Principal Report; Superintendent's report included: Supt. Klaire Vogt will attend the Day on the Hill February 20-21, 2023; ISBA Board Training is being planned in March 2023; Supt. Klaire Vogt participated in the Beyond Textbooks Panel to focus on connecting the processes put in place for reteach and enrich; the Special Education General Supervised File Review was 100% in compliance; the publication dates for the RFP's for a new bus and auditing services would be February 17 & 18 and March 3 & 4, 2023 with a deadline of March 8, 2023; Garage update given and asked for guidance to either consider restoring back to original or allocate plant facility funds to expand the overhead door to a 20-ft door and frame. Board Chair Pam Hilliard did not have any comments at this time.
6. **Action Items:**
 - A. **Approve Late Start Due to Power Outage, January 19, 2023:** Wendy Fredrickson moved to approve the late start on Thursday, January 19, 2023 due to a power outage at the schools. Lisa Hunter seconded. All voted aye. Motion carried.
 - B. **Appoint Board Negotiators:** Wendy Fredrickson moved to appoint Pam Hilliard and Lisa Hunter as representatives of the Troy School District for the upcoming negotiations with the Troy Education Association beginning in March 2023. Daniel Moyer seconded. All voted aye. Motion carried. Daniel Moyer would be an alternate.
 - C. **Approve Audio Enhancement Bid:** Daniel Moyer moved to accept the bid from CompuNet, Inc in the amount of \$196,191.89 for the audio enhancement package for both schools. Lisa Hunter seconded. All voted aye. Motion carried. The project includes intercom, bell system, classroom audio systems and the microphones will have alert buttons equipped with them.
 - D. **Approve Request for Proposal for Bus:** Wendy Fredrickson moved to approve the Request for Proposal for the new bus for the Troy School District with SourceWell. Lisa Hunter seconded. All voted aye. Motion carried. SourceWell is a third party who specializes in helping Districts with the RFP process. Area school districts have used SourceWell to get bids for busses. Publish February 17 & 18, 2023 and March 3 & 4, 2023.
 - E. **Approve Request for Proposal for Auditor:** Wendy Fredrickson moved to approve the Request for Proposal for the auditor for the Troy School District. Daniel Moyer seconded. All voted aye. Motion carried. Publish February 17 & 18, 2023 and March 3 & 4, 2023.
 - F. **Approve Transfer to Fund 410 Plant Facility:** Lisa Hunter moved to approve the transfer of funds from Fund 311 to Fund 410 Plant Facility. Daniel Moyer seconded. All voted aye. Motion carried.
 - G. **Approve Revised Bus Route:** Wendy Fredrickson moved to approve revising the bus route for an additional route stop on Highway 8. Lisa Hunter seconded. All voted aye. Motion carried.
 - H. **Approve ESSER Plan:** Lisa Hunter moved to approve the updated ESSER Plan as presented. Daniel Moyer seconded. All voted aye. Motion carried. Audio Enhancement was added to Plan as part of the ESSER funds use. Plan will be posed to the District's website as required.
 - I. **Approve Safe Return to School Plan:** Wendy Fredrickson moved to approve the updated Safe Return to School Plan as presented. Lisa Hunter seconded. All voted aye. Motion carried. The update included CDC's updated recommendation. Plan will be posed to the District's website as required.

7. Policy Items:

A. First Reading – Revised Policy 2500 Instruction: Library Materials

B. First Reading – Revised Policy 2510 Instruction: Selection of Library Materials

C. First Reading – Revised Policy 2510P Instruction: Selection of Library Materials

D. First Reading – Revised Policy 2540 Instruction: Selection, Adoption, Use, and Removal of Curricular Materials.

8. Board Member Input for Future Agenda Items: None

9. Adjourn: By unanimous consent, meeting was adjourned. Meeting adjourned at 8:25 p.m.

Pam Hilliard, Board Chair

Theresa Priebe, Clerk

LEGAL NOTICE

As per Idaho Code 33-510 & 33-402, Troy School District No. 287 is announcing its Annual Meeting will be held at 7:00 p.m., January 9, 2023, at the Troy High School Library, Troy, Idaho.

Publish December 30, 2022

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES REGULAR MEETING
JANUARY 9, 2023 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 7:00 p.m.
 - A. **Members Present:** Pam Hilliard, Dan Moyer, Lisa Hunter, Kyle Osborn
 - Administrators Present:** Supt./Principal Klaire Vogt; Aaron Dail, HS Principal; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Approve Minutes:** Lisa Hunter moved to approve the minutes from the December 12, 2022 Special Meeting and the Regular Monthly Meeting. Daniel Moyer seconded. All voted aye. Motion carried.
3. **Education Presentation:** The Board members toured the schools. Supt. Klaire Vogt presided.
4. **Annual Meeting per Policy 1200:** Lisa Hunter moved to elect Pam Hilliard as Board Chair. Daniel Moyer seconded. All voted aye. Motion carried. Kyle Osborn moved to elect Wendy Fredrickson as Vice Chair. Lisa Hunter seconded. All voted aye. Motion carried. Kyle Osborn moved to elect Theresa Priebe as Clerk/Treasurer and Business Manager. Lisa Hunter seconded. All voted aye. Motion carried. Lisa Hunter moved to designate the Moscow-Pullman Daily News as the District's official newspaper. Kyle Osborn seconded. All voted aye. Motion carried. Daniel Moyer moved to schedule the regular board meetings each second Monday of the month at 7:00 p.m. at the Troy HS Library. Lisa Hunter seconded. All voted aye. Motion carried. Motion was made by Lisa Hunter to adopt the Policy Manual as it exists. Daniel Moyer seconded. All voted aye. Motion carried.
5. **Public Comments:** None
6. **Approve Consent Agenda:** By unanimous consent, Consent Agenda is approved. Items approved: Bill payments totaling \$340,719.21; Hire Avery Ruchert as Title I-A paraprofessional aide; and Resignation from Jessica Christensen.
7. **Information Items:** Budget reports included: December 2022 ASB financial reports; Medical Insurance Pool Report; District Financial report; Ramsdale Scholarship Investment; Kelly Scholarship Investment; Enrollment Report – 322 students; HS Principal Report; Elementary Principal Report; Superintendent's report included: the Student Information System selected for recommendation is PowerSchool; a RFP has been put out for audio/bell/intercom system upgrade in the schools; a RFP for a new bus and auditing services will be provided at the February 2023 meeting; new flooring in five classrooms at TES; Dyslexia training has been scheduled for the staff; the Building/Maintenance committee has made a recommendation for projects for 2023-24 school year which includes the second phase of flooring at TES, upgrade the TES restrooms and HVAC in the Ag Shop, Driveway for Emergency Vehicles to access the football field, a drinking fountain at the Concessions Stand and a paint shed; and after discussion with ISBA it is recommended to schedule a workshop for Strategic Planning to incorporate long term goals for the District.
8. **Action Items:**
 - A. **Approve Purchase of PowerSchool Student Information Systems:** Lisa Hunter moved to approve the purchase of PowerSchool Student Information System in the amount of \$19,728.75 in which \$11,290 will be due at signing of the contract and the balance of \$8,438.75 will be due July 1, 2023. Daniel Moyer seconded. All voted aye. Motion carried.
 - B. **Approve Out-of-State Travel for the THS All State Choir:** Daniel Moyer moved to approve the out-of-state travel for the All State Choir Conference in Pocatello, Idaho February 1 – 5, 2023 per the itinerary and student list provided. Lisa Hunter seconded. All voted aye. Motion carried.
9. **Board Member Input for Future Agenda Items:** None
10. **Adjourn:** By unanimous consent, meeting was adjourned. Meeting adjourned at 8:45 p.m.

Pam Hilliard, Board Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES ANNUAL MEETING
Monday, January 9, 2023 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda (Action Item)
2. Approve Minutes (Action Item)
3. Educational Presentation: TOUR
4. Annual Meeting (per Policy 1200) (Action Item)

Welcome and introduction of newly-elected Board Members by the current Chair;
Swearing in of newly-elected Trustees;
Call for nominations for Chair to serve during the ensuing year;
Election of a Chair;
Assumption of office by the new Chair;
Call for nominations for vice chair to serve during the ensuing year;
Election of a vice chair;
Review the code of ethics.
Election of a clerk; and
Election of a treasurer; and
Designate the District's official newspaper.
Designation of Regular Monthly School Board Meetings for 2022 – 23
Adopt Policy Manual as it exists
5. Public Comments
6. Approve Consent Agenda (Action Item)
 - a. Minutes
 - b. Bill Payments
 - c. Classified Personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
7. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Principals Report
 - d. Superintendent's Report
 - e. Board Chairman's Comments
8. Action Items
 - a. Approve Student Information System
 - b. Approve Out of State Travel: All State Choir
9. Board Member Input for Future Agenda Items
10. Adjourn

Troy School District #287 Mission:

To provide educational opportunities for every student that emphasize the principles of learning for a lifetime, respect for a community and tradition, and pursuit of excellence.

Goals:

- 1. TSD will establish and maintain positive and relationship communication among all stakeholders**
- 2. TSD will provide the resources to inspire all students to become lifetime learners.**
- 3. TSD will adopt & maintain a systematic approach and resource to promote excellence in all fields**

NOTICE OF SPECIAL MEETING

**BOARD OF TRUSTEES
TROY SCHOOL DISTRICT NO. 287
LATAH COUNTY, IDAHO**

NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Board of Trustees of said district has called a special meeting to be held at 6:00 p.m. at the Troy High School Library, 101 Trojan Drive, Troy, ID on Monday, December 12, 2022. The purpose of this special meeting is as follows:

- 1. Executive Session per ID Code 74-206(1)(b) – Superintendent Evaluation**

This special meeting of the Board of Trustees is called pursuant to Title 74 Chapter 2, Idaho Code.

**Dated this 7th day of December 2022
Theresa Priebe
Clerk, Board of Trustees**

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES SPECIAL MEETING
DECEMBER 12, 2022 6:00 P.M.
TROY ELEMENTARY SCHOOL LIBRARY**

- 1. Call to Order:** Pam Hilliard called the Special Meeting to order at 6:05 p.m.
A. Members Present: Pam Hilliard, Lisa Hunter, Kyle Osborn via phone call, Daniel Moyer
- 2. Adopt Agenda:** Lisa Hunter moved to approve the agenda. Daniel Moyer seconded.
All voted aye. Motion carried.
- 3. Executive Session:** Lisa Hunter moved to go into Executive Session at 6:07 p.m. per Idaho Code 74-206(1)(b)—Superintendent Evaluation. Daniel Moyer seconded. A roll call vote was duly taken: Kyle Osborn-aye; Daniel Moyer-aye; Pam Hilliard-aye; Lisa Hunter-aye. Motion carried.

Chair Pam Hilliard called Superintendent Klaire Vogt into the room to review evaluation results.

Board members came out of Executive Session at 7:01 p.m.

No action taken.

Daniel Moyer moved to adjourn the Special Meeting. Lisa Hunter seconded. A roll call vote was duly taken – Kyle Osborn-aye; Daniel Moyer-aye; Lisa Hunter-aye; Pam Hilliard-aye. Motion carried.

Pam Hilliard, Chair

Theresa Priebe, Clerk

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES REGULAR MEETING
DECEMBER 12, 2022 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 7:02 p.m.
 - A. **Members Present:** Pam Hilliard, Dan Moyer, Lisa Hunter
 - Administrators Present:** Supt./Principal Klaire Vogt; Aaron Dail, HS Principal; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Education Presentation:** Mrs. Sullins, Mrs. Sandquist, and Ms. Hazeltine presented writing techniques that are being used in the classrooms. A second grade student and a fourth grade student read their papers they had written to the Board as part of the presentation.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Meeting minutes from November 7, 2022; Special Meeting minutes from November 30, 2022; Bill payments totaling \$354,008.09; Hire Aiden True, Kitchen Aide; Hire Zachary Stoner and Luke Wicks for Boys' Basketball C-squad co-coaches; Items to be disposed included computers, laptops, monitor, wifi app, And wifi WAC.
5. **Board Training:** Board Chair Pam Hilliard presented "Speaking with Community Members/Patrons/Parents" that was presented at the ISBA Convention in November 2022. Chair Pam Hilliard mentioned the prohibited discussion topics included specific student issues/concerns, FERPA, Individuals with Disability in Education Act, confidentiality of student data, student hearings or student educational records, personnel matters and confidentiality or any information obtained in executive session.
6. **Information Items:** Budget reports included: November 2022 ASB financial reports; Medical Insurance Pool Report; District Financial report; Enrollment Report – 323 students; HS Principal Report; Elementary Principal Report; Superintendent's report included: ISBA Conference was last month; FACE Conference was in Boise and Superintendent Klaire Vogt and two staff members attended the conference; Building Maintenance committee met November 21, 2022 and December 6, 2022 to begin prioritizing the potential projects for the 2023-2024 fiscal year; the Crisis Team met to review the results of the threat assessment, create an action plan and reviewed; Wellness Committee met to review and refine some of the activities planned for the school year; a student information system committee will meet later this week to make a recommendation for a new program; the Special Education team met to review files and submit required documents to the State Dept of Education; a draft of the classified salary schedule is in your packet and it is still a work in progress; a JotForm was sent in to the State Dept of Education for the audio enhancement system and was approved in the amount of \$203,000; a \$7500 Idaho Quality Program Standards Incentive grant was awarded to Mr. Hoffman from the Division of Career Technical Education. Board Chair Pam Hilliard would like to see some proposals regarding marketing our district, more public relations identifying some of the good things that are happening in the schools.
7. **Action Items:**
 - A. **Approve School Cancellation Due to Weather Conditions:** Daniel Moyer moved to approve the school cancellation for November 30, 2022 due to weather conditions and poor road conditions. Lisa Hunter seconded. All voted aye. Motion carried.
 - B. **Approve Superintendent/Elem Principal Contract:** Lisa Hunter moved to approve a 2-year Elementary School .8 FTE Principal and a .2 FTE Superintendent contract for Klaire Vogt for the 2023-24 and 2024-25 school years. Daniel Moyer seconded. All voted aye. Motion carried.
 - C. **Approve Secondary Principal Contract:** Daniel Moyer moved to approve a 2-year 1.0 FTE Secondary Principal contract for Aaron Dail for the 2023-24 and 2024-25 school years. Lisa Hunter seconded. All voted aye. Motion carried. Additional insurance package was tabled.
 - D. **Approve Hiring of Homeless Liaison:** Lisa Hunter moved to approve a supplemental contract for Ashley Nelson for Homeless Liaison for the 2022-2023 school year in the amount of \$750. Daniel Moyer seconded. All voted aye. Motion carried.
 - E. **Approve Hiring of Gifted Talented Coordinator:** Lisa Hunter moved to approve a supplemental contract for Allison Foote as the Gifted and Talented Coordinator for the 2022-2023 school year in the amount of \$750. Daniel Moyer seconded. All voted aye. Motion carried.
 - F. **Approve Request for Proposal:** Daniel Moyer moved to approve the request for proposal for the intercom, bell and audio systems in both the Troy Elementary and Troy High School. Lisa Hunter seconded. All voted aye. Motion carried.
8. **Board Member Input for Future Agenda Items:** Tour of the schools, public relations communications, High School Administration benefit packages.
9. **Adjourn:** By unanimous consent, meeting was adjourned. Meeting adjourned at 8:16 p.m.

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, December 12, 2022 – 7:00 p.m.

Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Education Presentation:
3. Public Comments
4. Approve Consent Agenda (Action Item)
 - a. Minutes
 - b. Bill Payments
 - c. Classified personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Board Training
6. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Principals Report
 - d. Superintendent's Report
 - e. Board Chairman's Comments
7. Action Items
 - a. Approve School Cancellation Due to Weather Conditions
 - b. Approve Superintendent/Elem Principal Contract
 - c. Approve Secondary Principal Contract
 - d. Approve Hiring of Homeless Liaison
 - e. Approve Hiring of Gifted Talented Coordinator
 - f. Approve Request for Proposal
8. Board Member Input for Future Agenda Items
9. Adjourn

Troy School District #287 Mission:

To provide educational opportunities for every student that emphasize the principles of learning for a lifetime, respect for a community and tradition, and pursuit of excellence.

Goals:

- 1. TSD will establish and maintain a positive relationship and communication among all stakeholders***
- 2. TSD will provide the resources to inspire all students to become lifetime learners.***
- 3. TSD will adopt & maintain a systematic approach and resource to promote excellence in all fields***

NOTICE OF SPECIAL MEETING

**BOARD OF TRUSTEES
TROY SCHOOL DISTRICT NO. 287
LATAH COUNTY, IDAHO**

NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Board of Trustees of said district has called a special meeting to be held at 6:00 p.m. at the Troy High School Room 204, 101 Trojan Drive, Troy, ID on Wednesday, November 30, 2022. The purpose of this special meeting is as follows:

- 1. Executive Session per ID Code 74-206(1)(b) – Expulsion Hearing**
- 2. Board Action on Executive Session Discussion**

This special meeting of the Board of Trustees is called pursuant to Title 74 Chapter 2, Idaho Code.

**Dated this 22nd day of November 2022
Theresa Priebe
Clerk, Board of Trustees**

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES SPECIAL MEETING
NOVEMBER 30, 2022 6:00 P.M.
TROY HIGH SCHOOL CONFERENCE ROOM**

1. **Call to Order:** Pam Hilliard called the Special Meeting to order at 6:03 p.m.
 - A. **Members Present:** Pam Hilliard, Wendy Fredrickson, Daniel Moyer, Lisa Hunter, Kyle Osborn
 - B. **Administrators Present:** Supt Klaire Vogt; HS Principal Aaron Dail; Theresa Priebe, Clerk
2. **Adopt Agenda:** Chair Pam Hilliard called for a motion for Executive Session 74-206(1)(b) Student Expulsion
3. **Executive Session, Idaho Code 74-206(1)(b) – Student Expulsion:** Wendy Fredrickson moved to enter executive session at 6:03 p.m. pursuant to Idaho Code Section 74-206(1)(b) which provides that executive session is appropriate to consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against a public officer, employee, staff member or individual agent, or public school student. Daniel Moyer seconded. A roll call vote was duly taken: Kyle Osborn-aye; Lisa Hunter-aye; Daniel Moyer-aye; Wendy Fredrickson-aye; Pam Hilliard-aye. All voted aye. Motion carried.
4. Wendy Fredrickson moved to adjourn from the Executive Session at 6:57 p.m. Daniel Moyer seconded. All voted aye. Motion carried

The Board of Trustees came out of Executive Session at 6:57 p.m. No further discussion or action was taken by the Board.

Lisa Hunter moved to adjourn the meeting. Kyle Osborn seconded. All voted aye. Motion carried.

5. **Adjourn:** Meeting adjourned at 6:57 p.m.

Pam Hilliard, Chair

Theresa Priebe, Clerk

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES REGULAR MEETING
NOVEMBER 7, 2022 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 7:01 p.m.
 - A. **Members Present:** Pam Hilliard, Dan Moyer, Lisa Hunter, Wendy Fredrickson
 - Administrators Present:** Supt./Principal Klaire; Aaron Dail, HS Principal; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** Consent Agenda updated with new hires and resignations. By unanimous consent, the agenda was approved as amended
2. **Education Presentation:** Mrs. Kovisto and Mr. Wilson presented on the platform EdPuzzle and how it is incorporated in the learning process of the students.
3. **Public Comments:** None
4. **Approve Consent Agenda:** Lisa Hunter moved to approve the amended Consent Agenda. Daniel Moyer seconded. All voted aye. Motion carried. Wendy Fredrickson abstained due to conflict of interest with daughter on the Consent Agenda. Items approved: Regular Meeting minutes from October 10, 2022; Bill payments totaling \$344,637.29; Hire Jordyne Fredrickson, Girls' basketball assistant coach; Mitchell Sandquist, Boys' basketball assistant coach; Resignations from Jessica Renfrow, Track coach; Travis House, Baseball coach; and Carla Church, Title I-A paraprofessional aide; a list of items for disposal consisted of Laptops, monitors, and network switches.
5. **Information Items:** Budget reports included: October 2022 ASB financial reports; Medical Insurance Pool Report; District Financial report; Enrollment Report – 320 students; HS Principal Report; Elementary Principal Report; Superintendent's report included: Enclosed is a QR code for the ISBA Convention/Resolutions; an Evaluation Onsite Review was conducted and the District is in compliance; State Safety Inspection was done on October 11, 2022 and no unsafe or hazardous conditions were identified; an Idaho School Safety Center Threat Assessment was completed this month and a few issues were identified and will be taken care of; District Building Facility/Maintenance Committee meeting is scheduled for November 21, 2022; Superintendent evaluation needs to be scheduled in December; Tyler SIS is going away so other options are being researched—Power School, Infinite Campus, and Skyward; Cost analysis for \$1/hour increase for personnel was reviewed; and Troy schools ranked top 10 in Idaho. Board Chair Pam Hilliard reminded the Board that the Convention is this week. The convention starts Wednesday, November 9, 2022 at Noon and ends Friday, November 11, 2022 at Noon.
6. **Action Items:**
 - A. **Executive Session IC 74-206(b) Personnel:** Wendy Fredrickson moved to go into Executive Session at 8:22 p.m. per Idaho Code 74-206(1)(b)—Personnel. Lisa Hunter seconded. A roll call vote was duly taken: Dan Moyer-aye; Lisa Hunter-aye; Wendy Fredrickson-aye; Pam Hilliard-aye. Motion carried.

The Board came out of Executive Session at 8:51 p.m.

Wendy Fredrickson moved to resume the regular meeting. Daniel Moyer seconded. All voted aye. Motion carried.
7. **A. Approve Leave Request:** The Board did not move on the request.
 - B. **Approve Date for Superintendent Evaluation:** Wendy Fredrickson moved to approve to meet on December 12, 2022 at 6:00 p.m. to complete the Superintendent evaluation. Lisa Hunter seconded. All voted aye. Motion carried.
 - C. **Approve Three Year Financial Plan:** Wendy Fredrickson moved to approve the School Board Three Year Financial Plan as presented. Daniel Moyer seconded. All voted aye. Motion carried.
 - D. **Approve Job Descriptions:** Wendy Fredrickson moved to approve the job descriptions for Troy School District McKinney Vento Homeless Liaison and Gifted Talented Coordinator. Lisa Hunter seconded. All voted aye. Motion carried.
8. **Board Member Input for Future Agenda Items:** None
9. **Adjourn:** By unanimous consent, meeting was adjourned. Meeting adjourned at 9:06 p.m.

Pam Hilliard, Board Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, November 7, 2022 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Education Presentation
3. Public Comments
4. Approve Consent Agenda (Action Item)
 - a. Minutes
 - b. Bill Payments
 - c. Classified personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Principal's Report
 - d. Superintendent's Report
 - e. Board Chairman's Comments
6. Executive Session- {Idaho Code 74-206 (1) (b): Personnel
7. Action Items
 - a. Approve Leave Request
 - b. Approve Date for Superintendent Evaluation
 - c. Approve Three Year Financial Plan
 - d. Approve Job Descriptions
8. Board Member Input for Future Agenda Items
9. Adjourn

Troy School District #287 Mission:

To provide educational opportunities for every student that emphasize the principles of learning for a lifetime, respect for a community and tradition, and pursuit of excellence.

Goals:

- 1. TSD will establish and maintain a positive relationship and communication among all stakeholders***
- 2. TSD will provide the resources to inspire all students to become lifetime learners.***
- 3. TSD will adopt & maintain a systematic approach and resource to promote excellence in all fields***

**NOTICE IS HEREBY GIVEN
QUORUM OF BOARD IN ATTENDANCE AT IDAHO SCHOOL
BOARDS ASSOCIATION CONVENTION**

**BOARD OF TRUSTEES
TROY SCHOOL DISTRICT NO. 287
LATAH COUNTY, IDAHO**

As there will be a quorum of the Board of Trustees in attendance at the Idaho School Board Association convention, NOTICE is hereby given to the patrons of Troy School District No. 287 that a majority of the Board of Trustees will be present and in attendance at this such event.

Date: November 9-11, 2022

Location: Coeur d'Alene, Idaho

Time: Wednesday 9:00 a.m. – 11:45 a.m.; Thursday 7:00 a.m. – 8:00 p.m.;
and,
Friday 7:00 a.m. - Noon.

- No business of the Board is scheduled or will be occurring.
- No meeting of the Board will be held. Accordingly, no minutes will be taken.
- This Notice fulfills the Idaho State Code requirements for public meeting notices.
- A copy of the event agenda has been posted herewith.

Dated this 1st day of November 2022

Theresa Priebe
Clerk, Board of Trustees



ISBA ANNUAL CONVENTION

Nov. 9-11, 2022
Coeur d'Alene, ID

AGENDA AT A GLANCE



WEDNESDAY, NOVEMBER 9

Registration is Open 8:00 am - 5:00 pm

Times:	Event:	Room:
9:00 am – 11:45 am	Early Bird Workshops	Kidd Island Bay, North Cape Bay Casco Bay, Shore Room Bays 3-6
12:00 pm – 1:30 pm	Lunch / Opening Ceremonies / 1st General Session with Keynote	Bays 3-6
1:45 pm – 2:45 pm	Workshop Session 1	Workshop Rooms
3:00 pm – 4:00 pm	Workshop Session 2	Workshop Rooms
4:15 pm – 5:15 pm	Workshop Session 3	Workshop Rooms
5:30 pm – 6:30 pm	Reception / Scholarship Auction	Bays 1-2

THURSDAY, NOVEMBER 10

Registration is Open 7:00 am - 4:00 pm

Times:	Event:	Room:
7:00 am – 8:00 am	Breakfast Buffet	Bays 3-6
8:00 am – 9:45 am	2nd General Session with Keynote	Bays 3-6
10:00 am – 11:00 am	Workshop Session 4	Workshop Rooms
11:15 am – 2:30 pm	Exhibit Show	Bays 1-2
11:15 am – 1:30 pm	Exhibit Show Luncheon	Bays 1-2
11:15 am – 1:15 pm	Region Meetings	North Cape Bay, Kidd Island Bay Casco Bay
11:15 am – 12:00 pm	ISSA Meeting	The Shore Room
1:15 pm – 2:15 pm	Networking Sessions	7th Floor Board Rooms
2:30 pm – 2:45 pm	Exhibit Show Prize Drawings	Bays 1-2
3:00 pm – 4:00 pm	Workshop Session 5	Workshop Rooms
4:15 pm – 5:15 pm	Workshop Session 6	Workshop Rooms
5:15 pm – 6:00 pm	Open Networking Social Time	North Cape Bay, Kidd Island Bay Casco Bay
6:00 pm – 8:00 pm	Awards Banquet with Dinner	Bays 3-6

FRIDAY, NOVEMBER 11

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, October 10, 2022 – 7:00 p.m.

Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Education Presentation
3. Public Comments
4. Approve Consent Agenda (Action Item)
 - a. Minutes
 - b. Bill Payments
 - c. Classified personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Principals Report
 - d. Superintendent's Report
 - e. Board Chairman's Comments
6. Executive Session IC 74-206(b) – Personnel
7. Action Items
 - a. Approve Moving November 14 Regular Meeting to November 7
 - b. Approve Leave Request
8. Board Member Input for Future Agenda Items
9. Adjourn

Troy School District #287 Mission:

To provide educational opportunities for every student that emphasize the principles of learning for a lifetime, respect for a community and tradition, and pursuit of excellence.

Goals:

- 1. TSD will establish and maintain a positive relationship and communication among all stakeholders***
- 2. TSD will provide the resources to inspire all students to become lifetime learners.***
- 3. TSD will adopt & maintain a systematic approach and resource to promote excellence in all fields***

NOTICE OF CHANGE OF REGULAR MEETING

BOARD OF TRUSTEES TROY SCHOOL DISTRICT NO. 287 LATAH COUNTY, IDAHO

NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the November 14, 2022 regular meeting of the Board of Trustees of said district has been changed to **Monday, November 7, 2022, at the Troy High School Library at 7:00 p.m.**

Dated this 11th day of October 2022

Theresa Priebe
Clerk, Board of Trustees

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES REGULAR MEETING
SEPTEMBER 19, 2022 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

- 1. Call to Order:** Pam Hilliard called the Regular Meeting to order at 7:01 p.m.
 - A. Members Present:** Wendy Fredrickson, Pam Hilliard Dan Moyer, Kyle Osborn
 - Administrators Present:** Supt./Principal Klaire; Aaron Dail, HS Principal; Theresa Priebe, Clerk
 - B. Adopt Agenda:** By unanimous consent, the agenda was approved.
- 2. Audit Presentation:** Jennifer Clark, Hayden Ross, presented the fiscal year 2022 financial report.
- 3. Public Comments:** None
- 4. Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Meeting minutes from August 8, 2022; Bill payments totaling \$447,504.78; Resignations from Angela Hawley para professional aide; Hired Ted Bailey, Maintenance/Custodian at THS; Kindra Wilson, Trey Thatcher and Cheyenne King, all .88 FTE, para professional aides at THS; Haley Haarr, Title I-A aide and Targeted Tutoring para professional; James Stoner, assistant Cross Country coach; Jean Cognard, bus driver; and Lori Cook, Concessions Co-Advisor. A list of items for disposal consisted of computers and monitors.
- 5. Information Items:** Budget reports included: August 2022 ASB financial reports; Medical Insurance Pool Report. District Financial report; Enrollment Report – 314 students; HS Principal Report; Elementary Principal Report; Superintendent’s report included: Regional ISBA Meeting to be held October 11, 2022 at Lapwai, Travel to Arizona September 29-Oct 1 to attend the Beyond Textbooks Conference; Advertising for Snow Removal; IRI rankings in the State—Troy School District 85.1%; ISAT rankings for Troy were preliminary and the final results will be at a later date. Board Chair Pam Hilliard congratulated both Klaire Vogt and Aaron Dail for getting the school year started and doing a great job.
- 6. Action Items:**
 - A. Approve FY June 30 2022 Audit:** Kyle Osborn moved to approve the FY 2022 audit presented by Jennifer Clark from Hayden Ross. Dan Moyer seconded. All voted aye. Motion carried.
 - B. Approve 2022-23 Combined Continuous Improvement Plan:** Wendy Fredrickson moved to approve the 2022-2023 Combined Continuous Improvement Plan (CIP), College and Career Readiness Plan and the Literacy Plan as presented. Kyle Osborn seconded. All voted aye. Motion carried.
 - C. Approve Hiring Certificated Staff Position-Title I:** Wendy Fredrickson moved to approve the hiring of Morgan Loy as the Title I teacher at .80 FTE. Daniel Moyer seconded. All voted aye. Motion carried.
 - D. Approve Alternate Authorization:** Daniel Moyer moved to approve the Alternate Authorization-Content Specialist for Morgan Loy. Kyle Osborn seconded. All voted aye. Motion carried.
 - E. Approve FFA Travel National Convention:** Daniel Moyer moved to approve the out-of-state travel for the FFA National Convention October 24th – October 29th 2022. Kyle Osborn seconded. All voted aye. Motion carried.
- 7. Policy Items (Action Item):** No Items this month
- 8. Board Member Input for Future Agenda Items:** Visit hourly rates for classified staff; Stipends for Federal Programs; Capital Objects
- 9. Adjourn:** By unanimous consent, meeting was adjourned. Meeting adjourned at 8:54 p.m.

Pam Hilliard, Board Chair

Theresa Priebe, Clerk

NOTICE OF CHANGE OF REGULAR MEETING

BOARD OF TRUSTEES TROY SCHOOL DISTRICT NO. 287 LATAH COUNTY, IDAHO

NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the September 12, 2022 regular meeting of the Board of Trustees of said district has been changed to **Monday, September 19, 2022, at the Troy High School Library at 7:00 p.m.**

Dated this 9th day of September 2022

Theresa Priebe
Clerk, Board of Trustees

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, September 19, 2022 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Audit Presentation
3. Public Comments
4. Approve Consent Agenda (Action Item)
 - a. Minutes
 - b. Bill Payments
 - c. Classified personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Principals' Report
 - d. Superintendent's Report
 - e. Board Chairman's Comments
6. Action Items
 - a. Approve FY June 30 2022 Audit
 - b. Approve 2022-23 Combined Continuous Improvement h
 - c. Approve Hiring Certificated Staff Position-Title I
 - d. Approve Alternate Authorization
 - e. Approve FFA Travel National Convention
7. Policy Items (Action Item)
8. Board Member Input for Future Agenda Items
9. Adjourn

Troy School District #287 Mission:

To provide educational opportunities for every student that emphasize the principles of learning for a lifetime, respect for a community and tradition, and pursuit of excellence.

Goals:

- 1. TSD will establish and maintain a positive relationship and communication among all stakeholders***
- 2. TSD will provide the resources to inspire all students to become lifetime learners.***
- 3. TSD will adopt & maintain a systematic approach and resource to promote excellence in all fields***

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES REGULAR MEETING
AUGUST 8, 2022 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Wendy Fredrickson called the Regular Meeting to order at 7:01 p.m.
 - A. **Members Present:** Wendy Fredrickson, Pam Hilliard via Zoom, Lisa Hunter, Dan Moyer
 - Administrators Present:** Supt./Principal Klaire; Aaron Dail, HS Principal; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** By unanimous consent, the agenda was approved. Wendy Fredrickson would like to recuse herself on Item 6C and 6D due to conflict of interest.
2. **Board Training Moment:** Supt, Klaire Vogt went over the McKinney Vento information and explained what the law was and how the McKinney Vento law works
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Meeting minutes from July 18, 2022; Bill payments totaling \$384,469.50; Resignations from Jeremi Whitehall and Tessa Rederick, para professional aides; Hire Carla Church, Title I-A para professional aide; Hire Tristen Francis and Bill Bendel, Asst Football coaches; Hire Britney Woolverton, Transportation Coordinator; Rehire existing classified staff as listed for the 2022-2023 school year; and Approve Special Education Manual (2018).
5. **Information Items:** Budget reports included: Hayden Ross letter outlining the responsibilities of each entity through the June 30, 2022 audit process; July 2022 District Financial Report; Medical Insurance Pool Report. HS Principal Report: Mr. Dail reported that Cross Country and Football meetings were going on this evening; August 11, 2022 registration for students begin and August 18 will be a PAC meeting, schedule pick up for students and JrHi Orientation in the evening. Elementary Principal/Superintendent's report included: Federal Programs Policy 2420 covers the overall plan to involve parent input and to conduct two literacy nights along with conferences TES Back to School Night is August 23rd and there will be a Kindergarten orientation as well; Committee representatives: Pam Hilliard and Kyle Osborn Budget Committee, Wendy Fredrickson and Daniel Moyer Building Maintenance/Facility Planning Committee, Lisa Hunter Calendar Committee, Pam Hilliard Insurance Committee, Lisa Hunter Crisis Safety Management Committee, Pam Hilliard and Dan Moyer Technology Committee, Kyle Osborn Wellness Committee; Back to School Information for the staff; we will be advertising for two para professionals at the high school this month; Hayden Ross will be in the District tomorrow and will present the audit at the September Board Meeting; Attended the IASA Conference in Boise along with Mr. Dail and attended the State Dept's Superintendent Orientation. Board Chair Pam Hilliard reminded the members to send her training ideas for this Fall.
6. **Action Items:**
 - A. **Approve Safe Return to School Plan:** Lisa Hunter moved to approve the current TSD Fall 2022 Safe Return to School Plan as presented. Pam Hilliard seconded. All voted aye. Motion carried.
 - B. **Approve Bus Routes:** Pam Hilliard moved to approve the 2022-2023 bus routes as established and confirmed by Troy School District Transportation Director Jake Blazzard. Lisa Hunter seconded. All voted aye. Motion carried.
 - C. **Approve Hiring Certificated Staff Position-Kindergarten:** Daniel Moyer moved to approve the hiring of Jordyne Fredrickson as the Kindergarten teacher, FTE 1.0. Lisa Hunter seconded. All voted aye. Motion carried. Wendy Fredrickson had recused herself from the meeting room.
 - D. **Approve Alternate Authorization:** Daniel Moyer moved to approve the Alternate Authorization-Content Specialist for Jordyne Fredrickson. Lisa Hunter seconded. All voted aye. Motion carried. Wendy Fredrickson had recused herself from the Meeting Room.
 - E. **Approve Change of September's Regular Board Meeting:** Lisa Hunter moved to approve changing the date of September's regular month meeting date from September 12, 2022 to September 19, 2022 at 7:00 p.m. Daniel Moyer seconded. All voted aye. Motion carried.
 - F. **Approve Certificated Staff/Pupil Services State Fiscal Recovery Funds:** Lisa Hunter moved to approve payment of Certificated/Pupil Services State Fiscal Recovery funds on a one-time basis, payable August 2022 payroll. Daniel Moyer seconded. All voted aye. Motion carried.
7. **Board Member Input for Future Agenda Items:** None
8. **Adjourn:** By unanimous consent, meeting was adjourned. Meeting adjourned at 7:48 p.m.

Wendy Fredrickson, Board Vice Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, August 8, 2022 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Board Training: McKinney Vento
3. Public Comments
4. Approve Consent Agenda (Action Item)
 - a. Minutes
 - b. Bill Payments
 - c. Classified Personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Information Items
 - a. Budget Reports
 - b. Principals' Report
 - c. Superintendent's Report
 - d. Board Chairman's Comments
6. Action Items
 - a. Approve Safe Return to School Plan
 - b. Approve Bus Routes
 - c. Approve Hiring Certificated Staff Position-Kindergarten
 - d. Approve Alternate Authorization
 - e. Approve Change of September's Regular Board Meeting
 - f. Approve Certificated staff/Pupil services State Fiscal Recovery Funds
7. Board Member Input for Future Agenda Items
8. Adjourn

Troy School District #287 Mission:

To provide educational opportunities for every student that emphasize the principles of learning for a lifetime, respect for a community and tradition, and pursuit of excellence.

Goals:

- 1. TSD will establish and maintain a positive relationship and communication among all stakeholders***
- 2. TSD will provide the resources to inspire all students to become lifetime learners.***
- 3. TSD will adopt & maintain a systematic approach and resource to promote excellence in all fields***

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, July 18, 2022 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Presentation: Board Training Moment
3. Public Comments
4. Approve Consent Agenda (Action Item)
 - a. Minutes
 - b. Bill Payments
 - c. Classified Personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Information Items
 - a. Budget Reports
 - b. Superintendent's Report
 - c. Board Chairman's Comments
6. Action Items
 - a. Approve Hiring of Certificated Staff Position
 - b. Approve Opening Kindergarten Teacher Position
 - c. Approve Supplemental Contract
 - d. Hire Head Football Coach
7. Board Member Input for Future Agenda Items
8. Adjourn

Troy School District #287 Mission:

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**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES REGULAR MEETING
JULY 18, 2022 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 7:02 p.m.
 - A. **Members Present:** Wendy Fredrickson, Pam Hilliard, Lisa Hunter, Dan Moyer, Kyle Osborn
 - Administrators Present:** Supt. Klaire; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Board Training Moment:** Supt, Klaire Vogt went over the Board Meeting Basics as a refresher from the training this past Spring.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Meeting minutes from June, 2022; Bill payments totaling \$286,901.22; Resignation from Jacob Blazzard from Maintenance/Transportation Supervisor; and Open Maintenance/Transportation position.
5. **Information Items:** Budget reports included: June 2022 District Financial Report; Ramsdale Scholarship Northwestern Mutual Report; Kelly Scholarship Northwestern Mutual Report; Medical Insurance Pool Report. Superintendent's report included: Possibly changing up the Maintenance/Transportation contingent on applications received; Title I-A teacher position (.8 FTE) will be posted this week; Position for Assistant Football Coach will be posted also; the auditor will be in district on August 9th for fieldwork; and a reminder again about the ISBA Annual Convention November 9-11 in Coeur d'Alene. Board Chair Pam Hilliard reached out to the Board regarding more Board Training. Supt. Klaire Vogt will contact ISBA for the next step in the training.
6. **Action Items:**
 - A. **Approve Hiring Certificated Staff Position:** Wendy Fredrickson moved to approve hiring Lisa Hazeltine as the second grade teacher, FTE 1.0. Lisa Hunter seconded. All voted aye. Motion carried.
 - B. **Approve Opening Kindergarten Teacher Position:** Daniel Moyer moved to open a Kindergarten teacher position for the school year 2022-2023. Lisa Hunter seconded. All voted aye. Motion carried. There are 30 kindergarten students enrolled for the 2022-2023 school year.
 - C. **Approve Supplemental Contract:** Kyle Osborn moved to approve the supplemental contract for Kelly Carlstrom as the Junior High Track coach for the school year 2022-2023. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - D. **Hire Head Football Coach:** Wendy Fredrickson moved to hire Shawn Buchanan as the Varsity head football coach for the 2022 season. Lisa Hunter seconded. All voted aye. Motion carried.
7. **Board Member Input for Future Agenda Items:** Consider changing September Board meeting to accommodate audit presentation.
8. **Adjourn:** By unanimous consent, meeting was adjourned. Meeting adjourned at 7:28 p.m.

Pam Hilliard, Board Chair

Theresa Priebe, Clerk

NOTICE OF CHANGE OF REGULAR MEETING

BOARD OF TRUSTEES TROY SCHOOL DISTRICT NO. 287 LATAH COUNTY, IDAHO

NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the July 11, 2022 regular meeting of the Board of Trustees of said district has been changed to **Monday, July 18, 2022, at the Troy High School Library at 7:00 p.m.**

Dated this 8th day of July 2022

Theresa Priebe
Clerk, Board of Trustees