

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, June 10, 2019 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. **Public Hearing: Proposed FY2019-20 Budget: 7:00 p.m**
3. Public Comments
4. Approve Consent Agenda
 - 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. Superintendent's Report
 - d. Board Chairman's Comments
6. Action Items
 - a. Ratify Negotiated Agreement
 - b. Amend Action Item March 11 Meeting
 - c. Hire Contracted Teachers 2019-20
 - d. Approve Supplemental Contracts
 - e. Hire Extra Curricular Assignments (Including Head and Assistant Coaches)
 - f. Approve Budget for school year 2019-20.
 - g. Consider August and November 2019 Supplemental Levy Elections
 - h. Approve Date for July Board Meeting
7. Policy Items
 - a. First Reading – Policy 5408 Personnel: Association Leave
 - b. First Reading – Policy 5409 Personnel: Emergency Leave
 - c. First Reading – New Policy 7450 Financial Management: Federal Cash Management
 - d. First Reading – New Policy 7450P1 Financial Management: Timely Obligation of Funds
 - e. First Reading – New Policy 7450P2 Financial Management: Program Income
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 10, 2019 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the regular meeting to order at 7:01 p.m.
 - A. **Members Present:** Dana Hoskins, Wendy Fredrickson, Kyle Osborn, David Aiken. James Fry arrived at 7:19 p.m. due to prior commitment.
 - Administrators Present:** Supt/Principal Brad Malm; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Budget Hearing:** Superintendent Brad Malm stated that the only changes made to the proposed budget was the inclusion of the 1.5% one-time bonus and the 3.5% increase on the District's base salary. Mr. Fry did contact Mr. Malm previously in regards to the SRO and Mr. Malm informed the Board that if Sheriff Skiles pursued putting an SRO on staff, then Mr. Malm would invite Sheriff Skiles to a board meeting to present the idea for Board consideration. No other comments were made.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Meeting minutes from May 13, 2019; Bills paid totaling \$337,642.26; Disposal list of computer monitors; and a resignation letter from Kym Fredrickson.
5. **Information Items:** Budget reports included for May 2019: ASB financial reports, Ed Ramsdale Scholarship Mutual Fund, Kelly Scholarship Mutual Fund, Medical Insurance Pool, and District Financial report. Enrollment ended at 265 on May 24, 2019. Superintendent's report included: Summer Leadership Institute, ISBA Convention in November, AdvancED Accreditation review training on June 21st; Mrs. Vogt will be acting superintendent; Maintenance projects in the schools have begun; and a review of the ISAT results. No Board Chair comments.
6. **Action Items**
 - A. **Ratify Negotiated Agreement:** Wendy Fredrickson moved to ratify the Negotiated Agreement for the 2019-2020 school year. David Aiken seconded. All voted aye. Motion carried. Kyle Osborn recused himself from the vote due to conflict of interest.
 - B. **Amend Action Item March 11 Meeting:** Kyle Osborn moved to amend the March 11th motion and approve the contract with Redinger Heating & Cooling in the amount of \$56,770 for HVAC high efficiency upgrade to air conditioning and Cheetah Electric for line voltage related to the project in the amount of \$12,682 in rooms 121, 132, 135, 136, 147, 149 and 157 at Troy Elementary. David Aiken seconded. All voted aye. Motion carried.
 - C. **Hire Contracted Teachers 2019-20:** Wendy Fredrickson moved to hire Renewable, Category 3, and Category 2 contracted teachers as listed. David Aiken seconded. All voted aye. Motion carried. Kyle Osborn recused himself due to conflict of interest.
 - D. **Approve Supplemental Contracts:** Kyle Osborn moved to approve the Supplemental contracts for Shannon Morris for 7 days to be paid from the general fund and Sam Hoffman for 30 days to be paid from the Career Technical Education (CTE) fund. David Aiken seconded. All voted aye. Motion carried.
 - E. **Hire Extra Curricular Assignments (Including Head and Assistant Coaches):** David Aiken moved to approve the hiring of all extracurricular assignments for the 2019-20 school year as listed. Kyle Osborn seconded. All voted aye. Motion carried. Wendy Fredrickson recused herself due to conflict of interest.
 - F. **Approve Budget for School Year 2019-20:** Wendy Fredrickson moved to approve the fiscal year 2019-2020 budget as presented. David Aiken seconded. All voted aye. Motion carried.
 - G. **Consider August and November 2019 Supplemental Levy Elections:** James Fry moved to not run a supplemental levy election in either August or November of 2019. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - H. **Approve Date for July Board Meeting:** Wendy Fredrickson moved to approve changing the July meeting from Monday, July 8th to Monday, July 15th at 7:00 p.m. David Aiken seconded. All voted aye. Motion carried.
7. **Policy Items:**
 - A. **First Reading: New Policy 5408 Personnel: Association Leave**
 - B. **First Reading: New Policy 5409 Personnel: Emergency Leave**
 - C. **First Reading: New Policy 7450 Financial Management: Federal Cash Management**
 - D. **First Reading: New Policy 7450P1 Financial Management: Timely Obligation of Funds**
 - E. **First Reading: New Policy 7450P2 Financial Management: Program Income**
8. **Board Member Input for Future Agenda Items:** None
9. **Adjourn:** Meeting adjourned at 7:24 p.m.

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, May 13, 2019 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Public Comments
3. Approve Consent Agenda
 - a. Minutes
 - b. Bill Payments
 - c. Classified personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
4. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Principals Report
 - d. Superintendent's Report
 - e. Board Chairman's Comments
5. Action Items
 - a. Approve Use of Protective Equipment
 - b. Approve Kelly Scholarship Recipients
 - c. Approve District Insurance – Moreton and Co
 - d. Approve Ramsdale Financial Statement
 - e. Approve Having HR Program, Infinite Visions, Hosted by Tyler Technologies
 - f. Approve Rescinding Action Item 5c March 11th Meeting
6. Policy Items
 - a. Second Reading Approve – New Policy 1313 Board of Trustees: Conflicting Policies and Procedures
 - b. Second Reading Approve – New Policy 7235P Financial Management: Written Compensation Procedure
 - c. Second Reading Approve – New Policy 7235PF1 Financial Management: Personnel Activity Report
 - d. Second Reading Approve – New Policy 7235PF2 Financial Management: Single Federal Award or Cost Objective
 - e. Second Reading Approve – New Policy 7238 Financial Management: Allowable Uses for Grant Funds
 - f. Second Reading Approve – New Policy 7238P1 Financial Management: Determining Necessity and Reasonableness of Expenses
7. Executive Session I.C. 74-206(J)-Negotiations
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
MAY 13, 2019 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the regular meeting to order at 7:00 p.m.
- A. Members Present:** Dana Hoskins, James Fry, Wendy Fredrickson, Kyle Osborn; David Aiken via teleconference
- Administrators Present:** Supt/Principal Brad Malm; Klaire Vogt, Principal; Theresa Priebe, Clerk
- B. Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Public Comments:** None
3. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Meeting minutes from April 15, 2019; Bills paid totaling \$283,684.91; THS Jr-Sr. High School Handbook, and Federal Funds Procedures Handbook.
4. **Information Items:** Superintendent Brad Malm presented the Draft 2019-2020 budget; Budget reports included for April 2019: ASB financial reports, Medical Insurance Pool, Food Service Breakfast/Lunch, and District Financial report. Enrollment is at 265. Principal's reports. Superintendent's report included: Summary of K-12 Legislation, Rules, and Appropriations that were enacted from the 2019 Legislative Session; Board Training reminder; Crisis Safety Committee events; Medical, Dental, Vision insurance rate increases; Preliminary ISAT Results; Summer Maintenance projects; and Fire Alarm notification update. No Board Chair comments.
5. **Action Items**
 - A. Approve Use of Protective Equipment:** James Fry moved to approve the use of the protective equipment and uniforms for the Troy Football Team Summer Camp from July 15-20, 2019. Kyle Osborn seconded. All voted aye. Motion carried.
 - B. Approve Kelly Scholarship Recipients:** Wendy Fredrickson moved to approve the individual Kelly Scholarship award amount of \$1,041.25 to the following recipients: Dakota Smith, Sammie Giard, Bethanie Ward, and Sarah Fry. David Aiken seconded. All voted aye. Motion carried. James Fry recused himself due to conflict of interest.
 - C. Approve District Insurance with Moreton & Company:** Kyle Osborn moved to approve District Insurance with Moreton and Company for the 2019-2020 school year. James Fry seconded. All voted aye. Motion carried.
 - D. Approve Ramsdale Financial Statement:** James Fry moved to approved the Ramsdale Financial Statement as presented. Kyle Osborn seconded. All voted aye. Motion carried. Wendy Fredrickson abstained due to being on the Committee.
 - E. Approve Having HR Program, Infinite Visions Hosted by Tyler Technologies:** Wendy Fredrickson moved to having Tyler Technologies host Infinite Visions. James Fry seconded. All voted aye. Motion carried. Troy School District and Kendrick School District currently share the costs for Infinite Visions. Kendrick School District houses and maintains the server for both Districts. Tyler Technologies will be hosting the cloud-based program and each District will be on their own.
 - F. Approve Rescinding Action 5c March 11th Meeting:** Kyle Osborn moved to rescind the motion made March 11, 2019 to approve a 1 year Jr-Sr High Principal/Superintendent Retired Certified Personnel contract for Brad Malm for the 2019-2020 school year, granting district-paid medical insurance, life insurance, 13 days sick leave, 3 days personal leave, and 12 days vacation. David Aiken seconded. All voted aye. Motion carried.
6. **Policy Items:**
 - A. Second Reading/Approval: New Policy 1313 Board of Trustees: Conflicting Policies and Procedures:** Wendy Fredrickson moved to approve new Policy 1313 Board of Trustees: Conflicting Policies and Procedures. James Fry seconded. All voted aye. Motion carried.
 - B. Second Reading/Approval: New Policy 7235P Financial Management: Written Compensation Procedure:** James Fry moved to approve new Policy 7235P Financial Management: Written Compensation Procedure. Kyle Osborn seconded. All voted aye. Motion carried.
 - C. Second Reading/Approval: New Policy 7235PF1 Financial Management: Personnel Activity Report:** Kyle Osborn moved to approve new Policy 7235PF1 Financial Management: Personnel Activity Report. James Fry seconded. All voted aye. Motion carried.
 - D. Second Reading/Approval: New Policy 7235PF2 Financial Management: Single Federal Award or Cost Objective:** James Fry moved to approve new Policy 7235PF2 Financial Management: Single Federal Award or Cost Objective. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - E. Second Reading/Approval: New Policy 7238 Financial Management: Allowable Uses for Grant Funds:** Wendy Fredrickson moved to approve new Policy 7238 Financial Management: Allowable Uses for Grant Funds. Kyle Osborn seconded. All voted aye. Motion carried.

- F. Second Reading/Approval: New Policy 7238P1 Financial Management: Determining Necessity and Reasonableness of Expenses:** James Fry moved to approve new Policy 7238P1 Financial Management: Determining Necessity and Reasonableness of Expenses. Wendy Fredrickson seconded. All voted aye. Motion carried.
- 7. Executive Session per I.C. 74-206(j)- Negotiations:** Wendy Fredrickson moved to go into Executive Session per I.C. 74-206(j) at 8:17 p.m. for Negotiations. James Fry seconded. A roll call vote was taken: Kyle Osborn-aye; Wendy Fredrickson-aye; Dave Aiken-aye; James Fry-aye; Dana Hoskins-aye. Motion carried.

The Board came out of Executive Session at 8:30 p.m.

James Fry and Brad Malm updated the Board on negotiations with TEA. The teams tentatively settled at its May 13, 2019 meeting held at 4:30 p.m. Both teams will need to ratify.

- 8. Board Member Input for Future Agenda Items:** Chair Dana Hoskins brought it to the Board's attention that the payment to Redinger was less than the bid presented but also included that Cheetah Electric was paid during that project who was a sub-contractor for Redinger and the minutes should reflect who was paid for the completed project.
- 9. Adjourn:** Meeting adjourned at 8:35 p.m.

Dana Hoskins, Chair

Theresa Priebe, Clerk

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 Monday, May 13, 2019. The purpose of this meeting is as follows:

- 1. Negotiations**

**Dated this 10th day of May 2019
Theresa Priebe
Clerk, Board of Trustees**

NEGOTIATION MINUTES
MAY 13, 2019
TROY ELEMENTARY SCHOOL

District Members: James Fry, Negotiator; Wendy Fredrickson, Brad Malm, Superintendent; Theresa Priebe, Clerk

TEA Members: Alison Bohman, Negotiator; Crystal Tibbals

The meeting began at 4:37 p.m.

James Fry stated so you guys asked for a bunch of stuff. I think you got all of it, correct?

Alison Bohman stated yes.

James Fry stated okay. Any questions or anything from that?

Alison Bohman stated I don't think we have any questions from that. Any questions from us?

James Fry stated no, I don't think so. Do you have any questions from the stuff they asked for or anything?

Brad Malm stated nope.

Alison Bohman stated okay, so do you have a counter yet off of your 3.5% for us?

James Fry stated actually can we go meet real quick here and go over a few things real quick. Wendy wasn't at the pre-meeting so that will give her time to get caught up a little bit. Will that work?

Alison Bohman stated yup.

James Fry stated give us till maybe 10 til.

Alison Bohman stated sure, that sounds good.

Teams left to caucus at 4:38 p.m.

Teams returned to the table at 4:51 p.m.

James Fry stated so, we would like to negotiate the 3.5% and then a 1% bonus.

Alison Bohman stated okay. One percent one-time bonus?

James Fry stated yes.

Alison Bohman stated okay. Do you care if we take a break now?

James Fry stated no.

Alison Bohman stated and talk about that.

James Fry stated no.

Teams went to caucus at 4:52 p.m.

Teams returned to the table at 4:57 p.m.

Alison Bohman stated alright. So we discussed our last offer on the table was 8%. We are willing to come down to a 6% in the form of a 3.5% on the base with a 2.5% one-time bonus which would then get us to a 6%. I know it would be for only next year because that's a one-time bonus. We would also like to keep in mind whatever happens with the state funding formula that we would keep discussing and trying to get up to that three-year plan, trying to get us up to other school districts in the area.

James Fry stated can we take a few minutes?

Alison Bohman stated yes you can.

Teams went to caucus at 4:58 p.m.

Teams returned to the table at 5:05 p.m.

James Fry stated we would like to counter with a 3.5% with a 1.5% one-time bonus.

Alison Bohman stated okay. So now can we go caucus again?

James Fry stated yes.

Teams went to caucus at 5:05:30 p.m.

Teams returned to the table at 5:12 p.m.

Alison Bohman stated okay. So we discussed and we will accept your offer with a 3.5% on the base and a 1.5% one-time bonus. We do just want to let you be aware that we do want to continue the conversation in the future years to, you know like I said, really try to catch up with the rest of the school districts.

James Fry stated and, I'll say from the District's side, we agree but there are some things we want you to also be thinking about in the future. So, the average teacher days is 185. We're 178. So, as we move on up if we're going to be apples to apples, we also need to look at possibly moving those days up.

Alison Bohman stated yeah except our test scores prove we're doing the work. We're putting the work in to accomplish the job.

James Fry stated and I'm not going to argue that, but as we move just be aware of that and then we're also going to be looking at benefits packages compared to other districts. You know, what do we offer, what do we need to continue to offer and bump up. There's one other thing. Oh, and that we still are 1.5 FTE's over at least most of the districts. But we agree that negotiations will continue. I do want to clarify that the 1.5% one-time bonus is on the District's base.

Alison Bohman stated yes.

James Fry stated I think there was confusion

Alison Bohman stated right. There was confusion that one year.

James Fry stated I just wanted to clarify that.

Alison Bohman stated no, I appreciate that. Thank you.

James Fry gave Alison Bohman a handout with the proposed language for Advisorship Stipend and stated have you looked at this yet. Is that okay?

Alison Bohman stated yes. I think that looks fine. That's what we talked about. Yeah, that looks fine.

James Fry stated are we good.

Brad Malm stated I'm good.

James Fry stated I think the District will agree then.

Alison Bohman stated thanks.

James Fry stated that's where we're at.

Alison Bohman stated okay.

James Fry stated okay.

Alison Bohman stated and then we will have our ratification meeting as soon as possible. We don't have a date set yet.

James Fry stated that's fine. And we'll just go meet real quick. I think we can be done.

Alison Bohman stated okay.

James Fry stated thank you.

Alison Bohman stated thank you.

Meeting adjourned at 5:14 p.m.

District Negotiator

TEA Negotiator

NOTE: Minutes approved by James Fry and Alison Bohman per email.

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 Monday, April 22, 2019. The purpose of this meeting is as follows:

- 1. Negotiations**

**Dated this 16th day of April 2019
Theresa Priebe
Clerk, Board of Trustees**

NEGOTIATION MINUTES
APRIL 22, 2019
TROY ELEMENTARY SCHOOL

District Members: James Fry, Negotiator; Wendy Fredrickson, Brad Malm, Superintendent; Theresa Priebe, Clerk

TEA Members: Alison Bohman, Negotiator; Crystal Tibbals

The meeting began at 4:05 p.m.

James Fry stated thank you for meeting with us.

Alison Bohman stated thank you!

James Fry stated I guess we can just open it up for any discussion. Is there anything new from our last meeting that you guys have discussed with your group or anything?

Alison Bohman stated nothing that we discussed with our group. Yeah, I don't know if you want to jump right into salary increase.

James Fry stated we talked about the other stuff before, right?

Alison Bohman stated right.

James Fry stated I think we're.....Emergency Leave policy—that will be policy things the Board will look at and the Association Leave. And then, I think we got clarification on the Advisorship Stipend, so we were, our biggest thing on that was—we had discussed something after that and we just wanted to make sure that again all concerts were just teachers that were obviously there and the dances and stuff, right?

Alison Bohman stated yes.

James Fry stated okay.

Alison Bohman stated yes, yes.

James Fry stated and the premium money is just an in and out. As soon as we get it, we'll move it to you guys or whoever's eligible for that. So, yeah, I think we could go right to.....we also talked about the steps and lanes with, we said the 3.5 with steps and lanes and then I know you guys had your numbers. So,

Alison Bohman stated okay.

James Fry stated you want to discuss—you guys were at, I think, get this right 3.4 and then a 5 is what you had said.

Alison Bohman stated that was kinda the discussion point. Yeah, the money from the State with an additional 5% for to try to catch up with other school districts.

James Fry stated we had also talked about the number of days and stuff like that. We had given you that. So, is there any clarification you guys need on anything?

Alison Bohman stated yeah, looking at this a little bit more (handout). When I first got it that day, when we were still discussing and stuff, I just want to make sure I'm understanding. So, this is where we currently are on this column with all the other school districts.

James Fry stated yes, this is the average daily, right?

Alison Bohman stated uh-hum.

James Fry stated correct. Right Brad (Malm)?

Brad Malm stated that's the average daily rate. The third column over is the average daily rate if we go by our current base salary. We know we have to pay \$38,500, but that's based on, this column is based on our current base salary, all their current base salaries. (Referring to a handout given at 04-02-19 meeting).

Alison Bohman stated right.

Brad Malm stated that first column there.

Alison Bohman stated correct. Okay. And then with some quick calculation, we know you guys proposed a 3.5% increase. Which if we did that, that would get Troy's base, calculating base at \$32,357—daily rate of pay \$181.79. Which you know if you compare then again with the other school districts, it would, and this is assuming they don't get a raise, you know, it would put us about currently where Whitepine is now without a raise, without them getting a raise. So that was one thing we were looking at. We calculated a 6% increase—okay where would that put us in regards to other school districts and that put us at \$186.18 per day, which is just about right where Whitepine is right now without a raise. So, those were some different figures that we were looking at.

James Fry stated so, did you figure that with the 178 to the 185 (days)? That is us here with 178?

Alison Bohman stated yes, with the 178 days.

James Fry stated so that 3.5 and this is the 6.

Alison Bohman stated uh-hum.

James Fry stated right.

Alison Bohman stated uh-hum.

James Fry stated okay.

Alison Bohman stated and this is what Whitepine would be at if they got the 3.4% increase from the State this year. That would put them at \$192.00 per day.

James Fry stated okay.

Alison Bohman stated we haven't heard back from any school districts. A lot of school districts haven't started this process yet.

Crystal Tibbals stated or it's too soon. Because typically we get emails if they start settling and things start working out.

James Fry stated so why don't we take a little bit, like 10 minutes, and if we can borrow this sheet...

Alison Bohman stated yeah, check my numbers.

Crystal Tibbals stated we were just kinda crunching numbers, you know, getting ready to come and talk about stuff, like okay, because like we talked, we totally hear your concerns. We get it. We get the big picture with not knowing what's happening with the funding formula and not, you know, so we're just looking to what numbers look like.

James Fry stated okay. About 10 minutes. Will that work?

Alison Bohman stated yes.

Teams went to caucus at 4:10 p.m.

Team returned to the table at 4:26 p.m.

James Fry stated so we looked it over and we want to discuss some different points as well. When we look at these numbers, they were right.

Alison Bohman stated oh, good.

James Fry stated but we also need to look at our hired staff compared to what other districts have. We know that we're 1.25 teachers over what the State allocated for; we're 6 classified over, which classified, even though they aren't negotiated for, we've always given that...it's bumped all the way down.

Alison Bohman stated we really appreciate that by the way and they really appreciate that.

James Fry stated well, we appreciate what they do. I think just like our discussion was, it makes everybody's job easier. They do so much stuff which was also one of the reasons that we discussed one of them going to training and just, you know, just work through that as well because it's important for us too to bring up their educational level and training as well. We also know that medical is going up 6.6 (%) this year, and Persi is also increased. So, there's a bigger package that we look at other than just hourly rate. We look at the benefited package for insurance and your retirement and all that. The other thing that I think we have to compare a little bit is the things that we've brought in with the Emergency Leave and those. No other districts have those. We brought those in because we truly do want what's best for the employees. So, some of that though is a cost. It could be a cost to the District because if ten employees was to have that, I mean that is a cost that is going out. So, that's something that we look at too because it's basically a, in a sense, I guess an unfunded liability to the District. That we have to pay it, it's not like we can go "No we're not going to do that". So, that's different stuff that we're

looking at here too. So, when we bring in the 3.5, if you look at it, I guess I don't want you to think that I came in and was just trying to say this where we're at. I had, I'll actually show you my notes. I had 2.5 written down and I thought, you know what, I can come in and say 2.5 and we can start this game. I didn't want to operate that way. I just wanted to be very upfront and I wanted to be very transparent that here's, this is where we're at, here's where what we've budgeted for. So, I wasn't I guess, I don't play the game very well. I just wanted to be very transparent and let you know right up front 3.5. The other thing I wanted to show you, and I think you may have a copy of this, but this is the history of years of where we've been as far as percentages. And there were some where obviously none. But if you look at like the last three years, we went from 1 to a 2 to a 3 and now at 3.5 (%'s). The other thing that I think I have to take into account is a little bit of history with is our community as a whole. I think I would be derelict in not looking at what impact does this have on those who are on fixed incomes and everything. We obviously want, I would love to give you the world but we.... Washington found out they don't have the world to give either and they're in a major, major mess. I don't ever want to get to the point where we're have to do what Washington's doing because the funding's not there.

Wendy Fredrickson stated I think they lost the balance and that's not what we ever want to go away from.

James Fry stated yes. So, like I've said, we've budgeted the 3.5. We feel that's a place that we are still very stable and strong at and that's where we would like to hold.

Alison Bohman stated okay so one thing I would like to point out on this is, is since and I would have to go back and look at the exact year, but I think it started, the whole career funding ladder funding from the State, once they give out the 3.4% this year that will be a 12.5% total that they've given for teacher salaries. If you add up what we've gotten, even if you look at if it goes back to 16-17, that would be a 6% that we've gotten so far.

James Fry stated so you're saying over. Explain the 12.5 to me.

Alison Bohman stated that's how much the State has allocated for teacher salaries since, I think it's been the last three years, I would have to go back and double check that and that would include this year, the 3.5% this year. But even

James Fry stated 3.4.

Alison Bohman stated or 3.4. Even if we got the 3.4% this year that would only put us at roughly 8 or 9%.

James Fry stated but let me ask you something for clarification. Don't we also start beyond what the State salary, I mean, what you're talking about is if you were to start, they give you that based on a starting teacher, correct?

Alison Bohman stated sure.

James Fry stated and don't we already pay above what a starting—what the State allocates?

Alison Bohman stated well, our starting base right now—no, it's not.

Brad Malm stated well, we pay what is in code. We pay the 38,500.

Alison Bohman stated uh-hum.

James Fry stated 38,500.

Brad Malm stated yeah.

Alison Bohman stated it had been 35,800, but it's changing next year to 38,500.

James Fry and Brad Malm both stated right.

Alison Bohman stated but when we run our calculations on a percent increase, it's based upon on this number currently 31,263 and it's not based upon the 35,800.

Brad Malm stated right.

Alison Bohman stated or going up to 38,500.

Brad Malm stated the career ladder has eight steps. The final step is \$50,000. So, we pay more than \$50,000. So, we're not getting all of that money.

Alison Bohman stated sure and we understand that.

Brad Malm stated the other thing that Mr. Fry points out is that we do have more classified than we're allowed. So, we get so much money for classified and we hire 6 more which is good, but we have to pay that. We have 1.25 (teachers) that we pay. We don't get money for so it's not that all the money we get covers all of our costs which is pretty elementary I'm sure you know that but that's just the facts.

James Fry stated so

Alison Bohman stated so what I'm hearing is the District is holding to the 3.5%.

James Fry stated well, we know that the State is saying 3.4. I think in good faith we're saying 3.5, which is a little above. Not much, but it's still a little above.

Alison Bohman stated right.

James Fry stated with what the State has allocated and that holds us in a very foundationally strong place as a District, which has been our goal. We could go all the way back to previous negotiations when Dana (Hoskins) and I, when I first started, we're talking about trying to shrink that gap between what the State pays and what we pay to make ourselves even stronger. So, it's not what we're trying to do here. What we're trying to do here is we're budgeting for the increases plus the unknown of what the new pay scale, whatever that thing is going to look like that I think really kinda hurts all of us because we really don't know what it's going to look like. So, we're holding firm at 3.5 and if that means that we need to go to a mediation of some sort, I would rather not do that, I'd rather, I think we've built relationships, you know, but really if we get to a crossing point where we can't move beyond or move one way or the other, then I think that's the next route that we would look at. But like I said, I don't

want to go there and I don't think you want to go there. I think, you know, we've worked over the last three years to try to come up with reasonable negotiations and reasonable relationships to where we can come to a conclusion.

Alison Bohman stated and I understand that and I too agree that you know, if we can avoid mediation that would be the best outcome for both sides. I don't know if you were involved in the one year we had to go down that path. It's a

James Fry stated I was very new to the Board.

Alison Bohman stated it's not a pretty process and it hurts relationships and we want to avoid that, but we also want to make it known that, you know, we're still negotiating. We're still moving. We're still adjusting numbers and we've got the District coming and saying we can't or you won't adjust numbers. You won't keep moving. You won't keep negotiating. That puts me in a very awkward position because like I said, I want to keep the relationship but I also....I guess if we want to keep that respectful relationship then I would want to see the District also keep moving and so we could compromise. We could come to that happy medium ground.

James Fry stated and that's why I said, I could have come in and said the 2.5 and started and I could have said 2.5, we used to say 2.5 and then talk about bonuses and all that stuff. I mean, I could have come in and done that. This time I decided to come in, because of our relationship, to just be very transparent in the beginning this is what we're looking at. This is what we've looked at. This is what we believe will keep the District very healthy and so I think that was the reason I went that way. I didn't come in with a low ball number which you see, I guess we've seen it all. You've seen it happen. You see it actually throughout negotiations everywhere. You get the high, you get the low and then you work to the middle. You would have been in shock with me as I was with you when you said the 14.5 if I would have said 1%.

Alison Bohman stated but I don't think you should have been shocked by the 14.5 because we had been in discussion about that. You know, the way it was presented on the proposal was, let's keep this discussion going, let's look at a 3-year plan, knowing that we could negotiate for one year and that's why it was worded like that and I think we made that clear when we were talking about it. I am a bit shocked right now that what I'm hearing is that you're not willing to move now. I mean, now we've even thrown in the word mediation out there.

James Fry stated I just said that it would be one of the steps coming forward if we cannot continue to move on anything.

Alison Bohman stated but I am moving.

James Fry stated well, you went from the 14.5 to the 8.

Alison Bohman stated okay. Give me a counter.

James Fry stated well, we would have to stop and discuss that. But like I said, if I would have come in with a 2.5, I would have given you a counter. I would have went to 3.

Alison Bohman stated so am I hearing we need to stop so you can discuss a counter.

James Fry stated well, I don't know if there's going to be a counter. I mean, we can go back and discuss some things but I also told you where I came in right at the top end of that because like I said, I was being very transparent. And that may be shocking to people, but that's kinda the way I operate a lot of times. Here it is. And, I guess to me, like I said there's a much bigger picture here than just 3.5. There's a bigger with benefits and with all that stuff we have to figure in.

Alison Bohman stated sure.

James Fry stated as well as, like I said, with the additional staffing that we support because we believe in that. That's why I think it makes this school as good as it is with the whole team that we've created and the job you guys have done. It's no different than last year when the Board decided to give the bonus because of the grades. We wanted to show that we appreciate how that's transferred and came around. But I also have to look at what is fair but also what the District can expand to.

Alison Bohman stated I'll point out one more time before we ask for a counter again even if we got the 3.5%, this is if Deary gets nothing, we're still \$5 less a day than what they currently are. That's with your 3.5% increase. I guess it depends on where Troy School District wants to be within the region 2 schools, but you know, that would be concerning because, like I said, we don't know where Whitepine's going to end up.

James Fry stated right.

Alison Bohman stated this year. We don't know.

Brad Malm asked should be go back?

James Fry stated yeah, let's take another 10 minutes. Can I take this again?

Alison Bohman stated yes.

Teams went to caucus at 4:41 p.m.

Teams returned to the table at 4:57 p.m.

James Fry stated so, we did some quick checking and Whitepine is right at their certified staffing level, they're not over and they're under on their classified.

Brad Malm stated no, they're not under. They are under certifieds because they use IDLA.

James Fry stated yeah, yeah. So, that does play a little bit of a role when you look at just total costs. The other thing that still has us concerned, and I would hope it would have you concerned, would be the funding formula that we still don't know about. But in the future we did discuss we would like to have a Board workshop to discuss the difference that you guys are talking about from where we're at to where you want to get to. I think that we need to have a discussion with the Board in the future to work out a process for that. The other thing I want to clarify, and I hope you take this for the way that I mean it. I mentioned mediation. I know mediation, I know that a lot of people think "oh, because we went to mediation that would hurt our relationship". I would hope that wouldn't hurt our relationship. I would hope that you would think no different of me or Wendy as a District representation as we would think of

you. Because to me, mediation is we can't come to an agreement—no different than a marriage if you had to call in a counselor to help figure things out. I guess, to me, I'm not going to think any different if we go to mediation. I don't want you to think there's an adversarial role.

Alison Bohman stated I know that's not your goal. I have that relationship and I understand that. But, I'm just saying that the experience in the past and even if that's not our intention going into mediation, it just....I mean, even like the picture it creates in the community—"Oh, the school board and the teacher's union couldn't reach an agreement on their own and what's going on up at that school—why did they have to call in..."

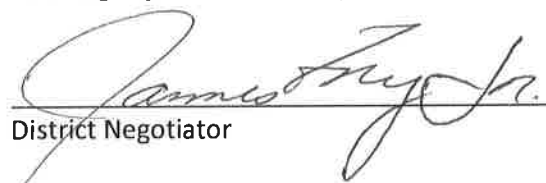
James Fry stated I wish there were community members here honestly. I wish we had twenty community members here and ten teachers here, but we don't. It would be interesting to see what the community's reaction would be, but of course you can't play that out. I mean I know what their reaction was at 1.3 million on a levy. That wasn't good. So, I don't want to get back to a point where you have the two sides of support and not support battling against each other either because these are public. These are open to the public now. I don't want to get there. But, we still believe that until we know the funding formula, we need to hold at 3.5.

Alison Bohman stated okay. So then, what we're going to have to do is we're going to have to get some financials from the school district. So, we will have to contact IEA to do that and I believe that after we send the request, the District has ten days, ten working days to get those together and then we'll need about another probably another five working days, so we're looking at least fifteen days out for the next meeting.

James Fry stated so let's look at a calendar.

The next negotiations meeting was scheduled for Monday, May 13, 2019 at 4:30 p.m. at the Troy Elementary School Library.

Meeting adjourned at 5:03 p.m.


District Negotiator


TEA Negotiator

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, April 15, 2019 – 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
 - a. Minutes
 - b. Bill Payments
 - c. Certificated/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 BPA Out of State Travel
 - b. Approve FFA Out of State Travel
 - c. Approve Administrator Payroll Adjustment
 - d. Approve Head Football Coach
 - e. Approve Alternate Authorizations
 - f. Approve Date for Fiscal Year 2019-20 Budget Hearing
 - g. Accept Levy Election Results
7. Policy Items
 - a. Second Reading Approve – New Policy 3571 Students: Student Data Privacy and Security
 - b. First Reading – New Policy 1313 Board of Trustees: Conflicting Policies and Procedures
 - c. First Reading – New Policy 7235P Financial Management: Written Compensation Procedure
 - d. First Reading – New Policy 7235PF1 Financial Management: Personnel Activity Report
 - e. First Reading – New Policy 7235PF2 Financial Management: Single Federal Award or Cost Objective
 - f. First Reading – New Policy 7238 Financial Management: Allowable Uses for Grant Funds
 - g. First Reading – New Policy 7238P1 Financial Management: Determining Necessity and Reasonableness of Expenses
8. Executive Session I.C. 74-206(J)-Negotiations
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***

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES REGULAR MEETING
APRIL 15, 2019 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** James Fry called the regular meeting to order at 7:00 p.m.
 - A. **Members Present:** James Fry, Wendy Fredrickson, Kyle Osborn; David Aiken via teleconference
 - Administrators Present:** Supt/Principal Brad Malm; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Education Presentation:** Special Education Teacher Allison Foote presented and demonstrated communication devices used in the classroom for students who need the devices to communicate with the teacher and class.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Meeting minutes from March 11, 2019; Bills paid totaling \$360,401.41; and retirement of Brad Malm, Superintendent/HS Principal on June 30, 2019; and the rehire of Brad Malm Superintendent/HS Principal on a Retired Certified Personnel contract for the 2019-20 school year.
5. **Information Items:** Budget reports included for March 2019: ASB financial reports, Medical Insurance Pool, Food Service Breakfast/Lunch, and District Financial report. Enrollment is at 265. Principal's reports. Superintendent's report included: Update on current proposed State funding formula; Transportation Inspection; Post Legislative Tour scheduled for April 25th; Reminder on Board Training Options; Safety Crisis committee to meet on April 18th; the TES HVAC project was completed the week of Spring Break; and, Sheriff Skiles approached Mr. Malm about another School Resource Officer in the District. No Board Chair comments.
6. **Action Items**
 - A. **Approve BPA Out of State Travel:** Wendy Fredrickson moved to approve out-of-state travel for the BPA National Convention in Anaheim, California May 1-5, 2019. Kyle Osborn seconded. All voted aye. Motion carried.
 - B. **Approve FFA Out of State Travel:** Wendy Fredrickson moved to approve out-of-state travel for the FFA National Land Judging Event in Dallas, Texas April 28-May 3, 2019. Kyle Osborn seconded. All voted aye. Motion carried.
 - C. **Approve Administrator Payroll Adjustment:** Wendy Fredrickson moved to approve Administrator payroll adjustments for July 2019 and missed payroll in 2010. Kyle Osborn seconded. All voted aye. Motion carried.
 - D. **Approve Head Football Coach:** Kyle Osborn moved to approved hiring Bob Wilson for the 2019-20 Head Football Coaching position. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - E. **Approve Alternate Authorizations:** With the Troy School District declaring a need for a Secondary Special Education teacher and a Secondary PE/Health teacher for the 2019-20 school year, Kyle Osborn moved to approve the Alternate Authorizations for Mallory Cox, Secondary Special Education teacher and Kelly Carlstrom, Secondary PE/Health teacher. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - F. **Approve Date for Fiscal Year 2019-20 Budget Hearing:** Wendy Fredrickson moved to approve the Fiscal Year 2019-20 budget hearing be scheduled for June 10, 2019 at 7:00 p.m. at the THS Library. Kyle Osborn seconded. All voted aye. Motion carried.
 - G. **Accept Levy Election Results:** Kyle Osborn moved to accept the March 12, 2019 Election Results as canvassed by Latah County Board of Commissioners. Wendy Fredrickson seconded. All voted aye. Motion carried.
7. **Policy Items:**
 - A. **Second Reading/Approval: New Policy 3571: Student Data Privacy and Security Policy:** Kyle Osborn moved to approve new Policy 3571 Students—Students Data Privacy and Security Policy. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - B. **First Reading: New Policy 1313 Board of Trustees: Conflicting Policies and Procedures**
 - C. **First Reading: New Policy 7235P Financial Management: Written Compensation Procedure**
 - D. **First Reading: New Policy 7235PF1 Financial Management: Personnel Activity Report**
 - E. **First Reading: New Policy 7235PF2 Financial Management: Single Federal Award or Cost Objective**
 - F. **First Reading: New Policy 7238 Financial Management: Allowable Uses for Grant Funds**
 - G. **First Reading: New Policy 7238P1 Financial Management: Determining Necessity and Reasonableness of Expenses**

- 8. Executive Session per I.C. 74-206(j)- Negotiations:** Wendy Fredrickson moved to go into Executive Session per I.C. 74-206(j) at 7:36 p.m. for Negotiations. Kyle Osborn seconded. A roll call vote was taken: Kyle Osborn-aye; Wendy Fredrickson-aye; Dave Aiken-aye; James Fry-aye. Motion carried.

Wendy Fredrickson moved to get out of Executive Session at 7:55 p.m. Kyle Osborn seconded. A roll call vote was taken: Kyle Osborn-aye; Wendy Fredrickson-aye; Dave Aiken-aye; James Fry-aye. Motion carried.

Discussion included James Fry and Brad Malm updated the Board on negotiations with TEA. The next meeting with TEA is scheduled for Monday, April 22, 2019.

- 9. Board Member Input for Future Agenda Items:** None. Kyle Osborn inquired if the Fire Alarm at the High School/Elementary School rang to 9-1-1. Mr. Malm will follow up with the County and/or Fire Dept.

- 10. Adjourn:** Meeting adjourned at 7:57 p.m.

James Fry, Vice-Chair

Theresa Priebe, Clerk

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, April 11, 2019. The purpose of this meeting is as follows:

- 1. Negotiations**

**Dated this 8th day of April 2019
Theresa Priebe
Clerk, Board of Trustees**

NEGOTIATION MINUTES
APRIL 11, 2019
TROY ELEMENTARY SCHOOL

District Members: James Fry, Negotiator; Wendy Fredrickson, Brad Malm, Superintendent; Theresa Priebe, Clerk

TEA Members: Alison Bohman, Negotiator; Crystal Tibbals

The meeting began at 4:07 p.m.

James Fry stated first I want to just note that it's not recorded for the reinstatement of the 2018-19 Master Agreement for 2019-20. So, it's not in those notes at all. So, I just wanted to make you aware of that.

Alison Bohman stated thank you.

Crystal Tibbals stated I did not notice that.

Alison Bohman stated I did not either.

Crystal Tibbals stated good catch.

James Fry stated I'm going to jump to (b).

Alison Bohman stated okay.

James Fry stated as Crystal said that it is a shocking number. So, what we would like to do is to just take 15 minutes and if you could come back with maybe someplace we can start instead of 14.5%, if you could give us a starting point of negotiations, we would appreciate that.

Alison Bohman stated, so do you have a counter for us?

James Fry stated no, we'd kinda like to see what you have to say. We were kinda shocked with the 14.5 increase. So, we would just like to give a little bit of time to..so we may come back with something we would like to start at. I think we could do that pretty easily, but we would like to have you come back with a number as well so we can start somewhere.

Alison Bohman stated so, I would like to hear your number first if that's okay and then we can go from there.

James Fry state we don't have a number right now so we'll still need to take that 10-15 minutes to discuss as a group and see where we're at.

Alison Bohman stated sure.

James Fry stated you okay with that.

Alison Bohman stated yes.

James Fry stated okay, let's go ahead and take that time.

Teams went to caucus at 4:09 p.m.

Teams returned to the table at 4:24 p.m.

James Fry stated if you're okay with it, I'm going to jump to (c) and (d) first.

Alison Bohman stated okay.

James Fry stated since we don't negotiate policy stuff, that we agreed that we're going to go before the Board and get that into policy. We would like a little bit of a definition on the Advisorship Stipend because it says concerts. So can you just define who this relates to?

Alison Bohman stated so, yeah, it would be the teachers attending like, elementary teachers, for us it would be elementary concerts and then for high school, I think mainly it would be after school things like setting up for dances, cleaning up for dances, decorating for dances—anything that takes place outside of the school day. Does that clarify?

James Fry stated so, I just want to make sure. So, grade school will be teachers who are attending the concerts like the spring concert or the Christmas concerts. And then set up for dances.

Alison Bohman stated right. So any duties that takes place outside of the school day.

James Fry stated and then the State of Idaho Master Educator premium money. As we discussed, that will be as money comes in, the money will go out.

Alison Bohman stated okay.

James Fry stated it won't be one of those where we, I think by law, we have to send it out actually. So, it will be in the next pay cycle or whatever.

There was a pause.

James Fry stated and then, so we can bump back up to (b).

Alison Bohman state okay.

James Fry stated you had stated in the previous discussion we had that the State has agreed to a 3.4 increase for teacher salaries. Is your number somewhere close to that 3.4?

Alison Bohman stated no. Because if we plan to catch up with other school districts we can't just take what the State is giving us because what's happened in the past is the State has allocated money for teacher salaries and there were quite a few years that we did not get that and other school district did. Um, therefore, we are significantly lower than most of the other—well, I think I gave you the salary schedules of the other region school districts and in the communication meetings we had talked about. Okay, so one way we could kinda fix this is if we look at a 3-year plan. Now, obviously, we can't negotiate for 3 years. But, if we looked at a 3-year plan—5% the first year; 5% the second year; and, 4% the third year, then that would get us caught up assuming that none of the other districts got raises at

all, they stayed where they are and that's not going to happen. If the State is allocating a 3.4% this year, chances are we don't know this, but most likely the other school districts will get at least a 3.4. So, in order then for this plan to work we would have to have, we would need the 5% plus the additional 3.4%. So, like a 8.4%. If we're ever really going to catch up. Does that make sense?

James Fry stated take a look at this (handout given to Alison Bohman). We did some, we had Theresa do some numbers for us.

Alison Bohman stated okay.

James Fry stated and when you look at number of days taught, we are the lowest and if you look at the other districts numbers, there's a difference there too that you have to take into account.

Alison Bohman stated and I agree with the days but we have to look at the minutes of the days. Our days are longer than the other school districts by at least 13 minutes. We added 7 minutes and then an additional 6 minutes. So, I think if we're going to compare apples to apples, we would probably need to actually break it down to instructional hours or minutes to other school districts.

Brad Malm stated we're talking about teacher hours, not instructional hours. So, you're here 8 hours, right? You're here 8 hours. Correct?

Alison Bohman stated yes, we're here 8 hours.

Brad Malm stated right. So it wouldn't be necessarily instructional hours. It would be—these are teacher work days. These are, I can't remember how many student days we have, but this is the total teacher work days. Based on an 8 hour day, these are how many days people work. Now, they may teach a little bit more during the day or a little bit less during the day, I'm not sure of that, but it's based on teacher work days. Does that make sense?

Alison Bohman stated yes.

James Fry stated I think the other thing that really concerns us at this point and should be concerning hopefully to you as well, we don't know what the funding formula is going to be. They haven't come out with that yet. And this new funding formula—it's all over the board. We may do really well or we may have losses too. So, with that in place, since we don't know what that is, it should be a concern for all of us.

Alison Bohman stated with that in mind then, we should actually wait to negotiate until that's done. I mean, if that's the hold up.

Brad Malm stated pardon me for interrupting, but the funding formula won't be done this year. It's not going to get out of the legislature. What they're going to do is have a bill introduced that's going to define the different funding mechanisms—free & reduced, at-risk students—those kinds of things and then they're going to ask the district to provide accountability where the money is being used and being spent. So, as far as the funding formula being passed this year, the last email I got was it's dead.

Alison Bohman stated so then that won't affect the school year 19-20.

Brad Malm stated it won't affect this year at all.

Alison Bohman stated right.

Brad Malm stated but potentially it could affect future years because if you've done any looking at the funding formula, you know the way they're doing it, there's winners and loser within every district, within the districts. So far, except for one model, beta model, that I received, we were under \$7000. The rest of the models I received, we were in the black. But still, at the end of the day when they finally produce the funding formula, unless the State wants to put more money into it and we know that's probably not going to happen, uh, there's going to be people who are going to benefit and there's people who are not going to benefit. So, we can't predict that. We don't know what's going to happen. So to agree to, you know, certain amount of money when we don't know what's going to happen in the future, I think it would be irresponsible of the District.

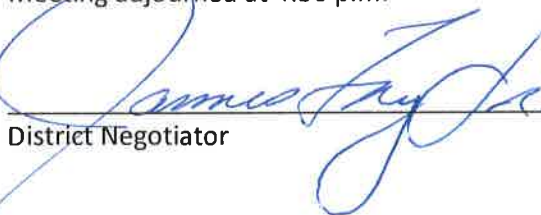
James Fry stated so you're looking at, you're talking about a 8% is what you feel to get to that point where you're caught up I guess. We budgeted, I'll just tell you, we budgeting for 3.5 and movement on the steps and lanes and that's probably where we're going to hold pretty tight to.

Alison Bohman stated okay. At this point we cannot agree to that. So, you said movements on the salary schedule. So, I think probably then, if you're firm on that number we will probably need to plan another meeting to discuss and plan.

Negotiators looked at scheduling the next meeting.

Next tentative meeting scheduled for Monday, April 22, 2019 at 4:00 p.m.

Meeting adjourned at 4:36 p.m.


District Negotiator
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, April 2, 2019. The purpose of this meeting is as follows:

- 1. Negotiations**

**Dated this 21st day of March 2019
Theresa Priebe
Clerk, Board of Trustees**

NEGOTIATION MINUTES
APRIL 2, 2019
TROY ELEMENTARY SCHOOL

District Members: James Fry, Negotiator; Brad Malm, Superintendent; Theresa Priebe, Clerk; (Wendy Fredrickson absent)
TEA Members: Alison Bohman, Negotiator; Crystal Tibbals

The meeting began at 4:30 p.m.

James Fry stated shall we, I know last year we kinda agreed like an hour at a time and then if we need to go beyond the time, we would; otherwise we'll just cut off.

Alison Bohman stated I like that idea.

James Fry stated perfect.

Crystal Tibbals stated definitely.

James Fry stated and then if you would like, we could exchange our ideas.

Alison Bohman stated okay. We can do that.

James Fry stated and what we will tell you is that we did not bring a list.

Alison Bohman stated okay.

James Fry stated because we discussed some stuff in the previous meetings with the Association Leave and Emergency Leave that we would like to enact into policy with the Board. But other than that, this is kinda where we're at. Let's see what you got.

Alison Bohman stated well, you will notice my list looks very familiar. It's exactly what we've talked about in the meetings. The first one, letter (a), being movement on the schedule; (b) continue that discussion about how are we going to catch up to the other school districts. Try to reach some type of agreement, you know, to get us closer to be competitive with their salary schedules. Uh, I know we started that discussion but there's, I know there's a lot more to discuss in that area; and then like you said, that Emergency Leave policy is exactly, I think I typed up from Brad's.

Brad Malm stated uh-huh.

Alison Bohman stated Association Leave the same thing; and then that Advisorship Stipend—raising that from \$25/hour to \$30; and the only new one on here, and this came about after our last meeting, is any teacher that would be receiving the Master Educator Premium through the State of Idaho, that has to flow through the District. So, it would be given to the District and we just wanted to make sure, like if we got our stuff turned in on June 30th, that money went to the District some time in the Fall, we wanted to make sure that it's given out to employees within a timely manner. I think on here I put within 30 days. Basically, so that it's not held until the end of the year. If that makes sense. It should just kinda flow through money. Yup, that's pretty much it.

James Fry stated okay.

Alison Bohman stated I did make another copy. (Proposed salary schedule) This is what I handed out at the meeting. This would be implementing the \$35,800 for the base salary, which at that time it was the state minimum. Obviously now the state minimum is changing to \$38,500, which is great for beginning teachers. We love it. Then the following year, going up to \$40,000, so there might be some discussion there as well. And then the ones I highlighted, the three, which just would be the ones now going to be below the state minimum on this schedule. You know, if you look at our

Brad Malm asked if this was our current schedule.

Alison Bohman stated no.

Brad Malm asked if it was a proposed schedule.

Alison Bohman stated this would be the 14.5% increase.

Brad Malm stated okay.

Alison Bohman stated changing that minimum to \$35,800.

James Fry asked this would be based on number (b), right?

Alison Bohman stated yes, exactly. And I do know in some reading that the State did, has agreed, to a 3.4% increase for teacher salaries through the career ladder.

Brad Malm stated right.

James Fry stated so, do we want to meet, talk a little bit, or do we, since Wendy's not here, do we want to just

Brad Malm asked exchange lists and call it good?

James Fry stated and then set up another meeting, so that we have time

Alison Bohman stated sure.

James Fry finished stating meet as a whole group?

Alison Bohman stated yeah.

James Fry asked that okay?

Brad Malm stated I'm fine.

James Fry stated so why don't we just, if you're all good, set another meeting time.

Alison Bohman stated sure.

James Fry stated that'll give us some time to get with Wendy and bring her up to speed.

Alison Bohman stated definitely. I just want to make sure too, the letter (b), we are very open to discussions and ideas and how are we going to do this. We want to find a way to make it work for everyone.

Crystal Tibbals stated the number is just a little intimidating when you see it. This isn't what we expect right now, just that continued discussions.

Next tentative meeting is scheduled for Thursday, April 11, 2019 at 4:00 p.m.

Meeting adjourned at 4:38 p.m.


District Negotiator
TEA Negotiator

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, March 11, 2019 – 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
 - a. Minutes
 - b. Bill Payments
 - c. Classified personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Action Items
 - a. Approve Date for April Board Meeting
 - b. Approve Fund Transfer
 - c. Approve Superintendent Contract
 - d. Approve Administrator Contracts
 - e. Approve TES HVAC Contract
 - f. Approve Spokane Plumbing and Heating Contract
 - g. Approve School Cancellation Due to Weather and Road Conditions March 7, 2019
6. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Principals Report
 - d. Superintendent's Report
 - e. Board Chairman's Comments
7. Policy Items
 - a. First Reading – New Policy 3571 Students: Student Data Privacy and Security Policy
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
MARCH 11, 2019 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the regular meeting to order at 7:01 p.m.
 - A. **Members Present:** Dana Hoskins, Kyle Osborn; James Fry & David Aiken via teleconference
 - Administrators Present:** Supt/Principal Brad Malm; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Education Presentation:** Two BPA students presented their website that they developed for their State BPA competition. The students selected a tourism site and had to follow a specific rubric. The BPA website took 3rd in the State competition.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Special meeting minutes from February 18, 2019 and Regular Meeting minutes from February 18, 2019; Bills paid totaling \$273,363.75; and hire Ric Hagenbaugh for assistant baseball coach and hire Nathan Stark for assistant track coach.
5. **Action Items**
 - A. **Approve Date for April Board Meeting:** Kyle Osborn moved to approve changing the April meeting from Monday, April 8th to Monday, April 15, 2019 at 7:00 p.m. James Fry seconded. All voted aye. Motion carried.
 - B. **Approve Fund Transfer:** Kyle Osborn moved to approve transferring the entire balance in Fund 420, in the amount of \$1,661.20, to the Track Project Fund 415 and investing the funds in the State Treasurer's Account 2439. David Aiken seconded. All voted aye. Motion carried.
 - C. **Approve Superintendent Contract:** Kyle Osborn moved to approve a 1-year Jr-Sr High Principal/Superintendent Retired Certified Personnel contract for Brad Malm for the 2019-2020 school year (.8 FTE Principal and .2 FTE Superintendent), granting district-paid medical insurance, life insurance, 13 days sick leave, 3 days personal leave, and 12 days vacation. David Aiken seconded. All voted aye. Motion carried. Mr. Malm stated that sick leave won't accrue from. It won't roll over and will not be part of the sick leave bank when he retires.
 - D. **Approve Administrator Contract:** Kyle Osborn moved to approve a 2-year Elementary Principal/Federal Programs/Special Education Director contracts for Klaire Vogt for school years 2019-2020 and 2020-2021. James Fry seconded. All voted aye. Motion carried.
 - E. **Approve TES HVAC Contract:** Kyle Osborn moved to approve the contract with Redinger Heating & Cooling in the amount of \$69,452 for HVAC high efficiency upgrade and air conditioning in rooms 121, 132, 135, 136, 147, 149 & 157 at Troy Elementary. David Aiken seconded. All voted aye. Motion carried. Other bids received were: Ackerman \$79,362 and Mike's Heating \$76,347.
 - F. **Approve Spokane Plumbing & Heating Contract:** Kyle Osborn moved to approve the contract with Spokane Plumbing & Heating in the amount of \$22,264 for Troy Elementary School cooling controls and software upgrade. James Fry seconded. All voted aye. Motion carried.
 - G. **Approve School Cancellation Due to Weather and Road Conditions March 7, 2019:** Kyle Osborn moved to approve the cancellation of school due to weather and unsafe road conditions on March 7, 2019. James Fry seconded. All voted aye. Motion carried.

Board member James Fry left the meeting via teleconference at 7:27 p.m.
6. **Information Items:** Budget reports included for February 2019: ASB financial reports, Medical Insurance Pool, Kelly Scholarship Investment Account, and District Financial report. Enrollment is at 266. Principal's reports. Superintendent's report included: Update on current proposed State funding formula; the first negotiations meeting is scheduled for April 2, 2019 at 3:30 p.m.; Council School District representatives will be in our District on March 15th to discuss our use of Beyond Textbooks; Board training options; ISAT testing will take place April 15th – May 1st; reminder that Spring Break is March 25-29; and a reminder that the Annual Education Law Conference is April 22-23, 2019 in Boise. Board Chair Dana Hoskins no comments.
7. **Policy Items:**
 - A. **First Reading: New Policy 3571: Student Data Privacy and Security Policy**
8. **Board Member Input for Future Agenda Items:** None
9. **Adjourn:** Meeting adjourned at 7:41 p.m.

NOTICE OF SPECIAL MEETING FEBRUARY 18, 2019

**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, February 18, 2019. The purpose of the special meeting is as follows:

- 1. Executive Session: IC 74-206 (b) – Superintendent Evaluation**

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

**Dated this 14th day of February 2019
Theresa Priebe
Clerk, Board of Trustees**

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES SPECIAL MEETING
FEBRUARY 18, 2019 6:00 P.M.
TROY HIGH SCHOOL LIBRARY**

- 1. Call to Order:** Dana Hoskins called the Special Meeting to order at 6:00 p.m.
 - A. Members Present:** Dana Hoskins, Wendy Fredrickson; James Fry & David Aiken via teleconference
 - Administrators Present:** Supt/Principal Brad Malm; Theresa Priebe, Clerk
 - B. Adopt Agenda:** By unanimous consent, the agenda was approved.
- 2. Action Items**
 - A. Executive Session:** Wendy Fredrickson moved to go into Executive Session per Idaho Code 74-206(b) for Superintendent Evaluation at 6:01 p.m. James Fry seconded. A roll call vote was taken: David Aiken-aye; James Fry-aye; Wendy Fredrickson-aye; Dana Hoskins-aye. Motion carried.

Chair Dana Hoskins called Mr. Malm and Theresa Priebe back into the Library. Mr. Malm Reviewed his evaluation and had no questions or concerns for the Board.

The Board came out of Executive Session at 6:52 p.m.
- 3. Adjourn:** Wendy Fredrickson moved to get out of Executive Session at 6:52 p.m. James Fry seconded. All voted aye. Motion carried.

Dana Hoskins, Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, February 18, 2019 – 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
 - 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 Kelly Scholarship Amount
 - b. Approve Superintendent Contract
 - c. Approve Two Hour Delay on January 17, 2019
 - d. Approve Rim Rock Consulting Contract
 - e. Approve the Mass Mailing of the Supplemental Levy Information
 - f. Appoint Board Negotiators
 - g. Approve School Cancellation Due to Weather and Road Conditions February 11 & 13, 2019
7. Policy Items
 - a. Second Reading Approve – Revision 1260 Authorization of Signatures
 - b. Second Reading Approve – Revision 1500 Board of Trustees Board Meetings
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 18, 2019 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the regular meeting to order at 6:59 p.m.
 - A. **Members Present:** Dana Hoskins, Wendy Fredrickson; James Fry & David Aiken via teleconference
 - Administrators Present:** Supt/Principal Brad Malm; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** Chair Dana Hoskins moved the Action Items up to #5 and the Information Items down to #6 so that James Fry could leave the meeting early due to being back East for other business. By unanimous consent, the agenda was approved as amended.
2. **Education Presentation:** None
3. **Public Comments:** None
4. **Approve Consent Agenda:** Wendy Fredrickson moved to approve the Consent Agenda. James Fry seconded. All voted aye. Motion carried. Items approved: Regular Meeting minutes from January 14, 2019; Bills paid totaling \$266,307.48; disposal of computers, printers, monitors.
6. **Action Items**
 - A. **Approve Kelly Scholarship Amount:** James Fry moved to approve 4% of the Kelly Scholarship Funds to be awarded and distributed evenly among those applicants recommended by the Kelly Scholarship Committee. David Aiken seconded. All voted aye. Motion carried.
 - B. **Approve Superintendent Contract:** Tabled.
 - C. **Approve Two Hour Delay on January 17, 2019:** Wendy Fredrickson moved to approve the two-hour delay due to weather related unsafe road conditions on January 17, 2019. James Fry seconded. All voted aye. Motion carried.
 - D. **Approve Rim Rock Consulting Contract:** Wendy Fredrickson moved to approve the contract with Rim Rock Consulting in the amount of \$23,880 for topographic survey & property corner search, engineering design & construction drawings and construction management and to be paid out of the Fund 415 Track Project 2019 fund. David Aiken seconded. All voted aye. Motion carried.
 - E. **Approve the Mass Mailing of the Supplemental Levy Information:** James Fry moved to approve the mass mailing of the Supplemental Levy information pamphlet to Troy residents. David Aiken seconded. All voted aye. Motion carried.
 - F. **Appoint Board Negotiators:** Wendy Fredrickson and James Fry volunteered to represent Troy School District for the upcoming negotiations with the Troy Education Association.
 - G. **Approve School Cancellation Due to Weather Conditions:** Wendy Fredrickson moved to approve the cancellation of school due to weather and unsafe road conditions on February 11, 2019 and February 13, 2019. David Aiken seconded. All voted aye. Motion carried.

Board member James Fry left the meeting via teleconference.

5. **Information Items:** Budget reports included for January 2019: ASB financial reports, Food Service Cashflow Reports; Medical Insurance Pool; Kelly Scholarship Investment Account; Ramsdale Scholarship Investment; and District Financial report. Enrollment is at 266. Principal's reports. Superintendent's report included: Update on new State funding formula; update on Board Association communication meeting held on February 4, 2019; Food Service co-op with Troy, Potlatch, Culdesac, Kamiah, and Whitepine to provide each of the districts the opportunity to receive lower prices for food and other supplies; provided information for consideration next meeting to transfer funds from Fund 420 to Fund 415; ISBA recognition for dedicated school board members; looking at Board Training in May or June; update on Crisis Safety committee meeting; and provided information on the Building Maintenance schedule. Board Chair Dana Hoskins no comments.
7. **Policy Items:**
 - A. **Second Reading/Approval--Revised Policy 1260: Authorization of Signatures:** Wendy Fredrickson moved to approve the revisions to Policy 1260. David Aiken seconded. All voted aye. Motion carried.
 - B. **Second Reading/Approval--Revised Policy 1500: Board of Trustees Board Meetings:** Wendy Fredrickson moved to approve the revisions to School Board Policy 1500: David Aiken seconded. All voted aye. Motion carried.
8. **Board Member Input for Future Agenda Items:** Move Fund 420 to Fund 415; Postpone February 11, 2019 Board Meeting.
9. **Adjourn:** Meeting adjourned at 7:43 p.m.

NOTICE
TROY SCHOOL BOARD SPECIAL MEETING
AND REGULAR MEETING HAVE BEEN
CANCELLED Monday, February 11, 2019
DUE TO INCLEMENT WEATHER.

THE TROY SCHOOL BOARD REGULAR MEETING
HAS BEEN RESCHEDULED FOR
MONDAY, FEBRUARY 18, 2019 AT 7:00 P.M.
AT THE TROY HIGH SCHOOL LIBRARY.

NOTICE given this 11th day of February, 2019.

Theresa Priebe
Clerk
Troy School District 287

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, February 11, 2019 – 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
 - 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 Kelly Scholarship Amount
 - b. Approve Superintendent Contract
 - c. Approve Two Hour Delay on January 17, 2019
 - d. Approve Rim Rock Consulting Contract
 - e. Approve the Mass Mailing of the Supplemental Levy Information
 - f. Appoint Board Negotiators
7. Policy Items
 - a. Second Reading Approve – Revision 1260 Authorization of Signatures
 - b. Second Reading Approve – Revision 1500 Board of Trustees Board Meetings
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 #287
BOARD OF TRUSTEES ANNUAL MEETING
Monday, January 14, 2019 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Public Comments
3. Approve Consent Agenda
 - a. Minutes
 - b. Bill Payments
 - c. Classified personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
4. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Principal's Reports
 - d. Superintendent's Report
 - e. Board Chairman's Comments
5. Action Items
 - a. Review and Readopt Motions Made at the July 16th "Annual Meeting"
 - b. Approve Board Meeting Posting Locations
 - c. Approve Signatories
 - d. Set Supplemental Levy Amount/ Approve Supplemental Levy Election Resolution
 - e. Approve Date for Superintendent Evaluation
 - f. Approve Two Hour Delay Due to Icy Road Conditions January 9, 2019
6. Policy Items
 - a. First Reading – Revision 1260 Authorization of Signatures
 - b. First Reading – Revision 1500 Board of Trustees Board Meetings
7. Other Business
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 NO. 287
BOARD OF TRUSTEES ANNUAL MEETING
JANUARY 14, 2019 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the regular meeting to order at 7:00 p.m.
 - A. **Members Present:** Dana Hoskins, Kyle Osborn; James Fry & David Aiken via teleconference
 - Administrators Present:** Supt/Principal Brad Malm; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** Move Action Items 5a–5f up after Item 3 to accommodate time constraint for board member James Fry who is currently back East. By unanimous consent, the agenda was approved as amended.
2. **Public Comments:** None
3. **Approve Consent Agenda:** By unanimous consent, Consent Agenda was approved. Items approved: Regular Meeting minutes from December 10, 2018; Bills paid totaling \$369,041.
5. **Action Items**
 - A. **Review and Readopt Motions Made at the July 16th "Annual Meeting":** Kyle Osborn moved to approve the six motions identified that were made at the July 16, 2018 "Annual Meeting":

Wendy Fredrickson moved to retain Dana Hoskins as Board Chair for the 18-19 school year. Kyle Osborn seconded. All voted aye. Motion carried.

David Aiken moved to retain James Fry as Vice-Chairman for the 18-19 school year. Wendy Fredrickson seconded. All voted aye. Motion carried.

Wendy Fredrickson moved to elect Theresa Priebe as Clerk and Treasurer. David Aiken seconded. All voted aye. Motion carried.

Wendy Fredrickson moved to designate Moscow-Pullman Daily Newspaper as the District's official newspaper. Kyle Osborn seconded. All voted aye. Motion carried.

Kyle Osborn moved to schedule the regular meetings of the school board at 7:00 p.m. each second Monday of the month at the Troy High School Library. David Aiken seconded. All voted aye. Motion carried.

Wendy Fredrickson moved to adopt the Policy Manual as it exists. David Aiken seconded. All voted aye. Motion carried.
 - B. **Approve Board Meeting Posting Locations:** Kyle Osborn moved to approve the following posting locations: District Website, District Office, Troy Post Office, Umpqua Bank-Troy Branch, Troy Elementary School, and Troy Jr-Sr High School. David Aiken seconded. All voted aye. Motion carried.
 - C. **Approve Signatories:** Kyle Osborn moved to approve the following signatories: District signatories: Board Chair, Vice-Chair, Superintendent, Business Manager/Clerk; TES signatories: Elem Principal, Elem Secretary, District Secretary/AP Clerk; and THS signatories: HS Principal, HS Secretary, Business Manager/Clerk. James Fry seconded. All voted aye. Motion carried.
 - D. **Set Supplemental Levy Amount/Approve Supplemental Levy Election Resolution:** Kyle Osborn moved to approve the supplemental levy amount of \$995,000 and to approve the Supplemental Levy Resolution 01.14.19.1. for the March 12, 2019 levy election. David Aiken seconded. All voted aye. Motion carried.
 - E. **Approve Date for Superintendent Evaluation:** Kyle Osborn moved to meet on February 11, 2019 at 6:00 p.m. to complete the Superintendent evaluation. James Fry seconded. All voted aye. Motion carried.
 - F. **Approve Two-Hour Delay Due to Icy Road Conditions January 9, 2019:** Kyle Osborn moved to approve the two-hour delay due to weather related unsafe road conditions on January 9, 2019. David Aiken seconded. All voted aye. Motion carried.

Board Chair Dana Hoskins excused James Fry from the meeting due to James Fry's obligations.

4. **Information Items:** Budget reports included for December 2018: ASB financial reports, Food Service Cashflow Reports; Medical Insurance Pool; Kelly Scholarship Investment Account; Ramsdale Scholarship Investment; and District Financial report. Enrollment is at 269. Principal's reports. Superintendent's report included: Mr. Hoffman is forming a FFA Advisory Committee and Kyle Osborn offered to be the board member to sit on the Committee; Met with District 5 Representatives and Senator on December 14th to discuss the proposed funding formula; the State Safety Inspection was completed on December 18, 2018 with no unsafe or hazardous conditions; Five out of six appeals have been approved through the 2018 Cohort Graduation rate appeal process; State Report Card website information; and gave an update on the donations for the all-weather track. The new bus was delivered on December 27, 2018. Board Chair Dana Hoskins no comments.

6. **Policy Items:**
 - A. **First Reading--Revised Policy 1260: Authorization of Signatures**
 - B. **First Reading—Revised Policy 1500: Board of Trustees Board Meetings**
7. **Board Member Input for Future Agenda Items:** TES turnaround needs a flagger to keep the traffic flowing.
8. **Adjourn:** Meeting adjourned at 7:27 p.m.

Dana Hoskins, Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, December 10, 2018 – 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
 - 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 School Board Three-Year Financial Plan
 - b. Set Date for School Board Supplemental Levy Budget meeting
 - c. Approve All-Weather Track Funding
7. Policy Items
 - a. Second Reading/Approval: Revision to Policy 3530 Students, Suicide
 - b. Second Reading/Approval: New Policy 7218 Financial Management: Federal Grant Financial Management System
 - c. Second Reading/Approval: New Policy 7237 Financial Management: Retention of Records Relating to Federal Grants
 - d. Second Reading/Approval: Revision to Policy 9100 School Facilities, Acquisition, Use, and Disposal of School Property
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
DECEMBER 10, 2018 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the regular meeting to order at 7:01 p.m.
 - A. **Members Present:** Dana Hoskins, David Aiken, Kyle Osborn, James Fry
 - Administrators Present:** Supt/Principal Brad Malm; Klaire Vogt, Principal; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** By unanimous consent, the agenda was approved as amended. Hire Assistant Boys's Basketball coach was added to the Consent Agenda.
2. **Education Presentation:** Mr. Bruns and Mr. McFall, Knowledge Bowl Advisors, provided a brief competition for the Board of Trustees and the Knowledge Bowl team. The topic was Idaho.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, Consent Agenda was approved as amended. Items approved: Regular Meeting minutes from November 12, 2018; Bills paid totaling \$271,439.26; the hiring of Steffen Gash as Assistant Boys' basketball coach.
5. **Information Items:** Budget reports included November 2018 ASB financial reports, Food Service Cashflow Reports for October and November 2018; Medical Insurance Pool for November 2018, and District Financial report. Enrollment is at 270. Principal's reports. Superintendent's report included: Update of new State Funding Formula which is still being reviewed and discussed. The area superintendents will be meeting with District 5 legislators to discuss the Funding Formula. Update on the Board Association Communication meeting held on December 4, 2018; Council School District personnel have been invited to Troy to discuss the Beyond Textbooks framework; Scheduled a meeting with the Budget Committee for the week of January 7, 2019; Reported the Bus 05 damage; Safety Inspection is scheduled for December 18, 2018; Update of the Crisis Safety Committee meeting that was held on November 30, 2018; and update on the December 5, 2018 Building & Facility Committee meeting. Board Chair Dana Hoskins had asked James Fry to give an update from the ISBA Convention. James Fry updated the Board with what Resolutions were passed by the members for presenting to the 2019 Legislature.
6. **Action Items**
 - A. **Approve School Board Three-Year Plan:** James Fry moved to approve the School Board Three-Year Financial plan. David Aiken seconded. All voted aye. Motion carried. The Board approved increasing the Fund Balance from \$450,000 to \$550,000 and maintaining the Contingency Fund at \$50,000. The audit workshop that Mr. Malm attended at the ISBA Convention and the recommendation from the District's auditor, Mr. Malm recommended the increase in Fund Balance to cover a minimum of two months' worth of payroll and accounts payable.
 - B. **Set Date for School Board Supplemental Levy Budget meeting:** Kyle Osborn moved to hold A Special Meeting on January 14, 2018 at 7:00 p.m. for the school board supplemental budget meeting. David Aiken seconded. All voted aye. Motion carried. The Annual Meeting will follow after the Special Meeting.
 - C. **Approve All-Weather Track Funding:** James Fry moved to approve the track committee's request and commit a total \$60,000 over the next two fiscal years 2019-20 and 2020-21. David Aiken seconded. All voted aye. Motion carried.
7. **Policy Items:**
 - A. **Second Reading/Approval-Revised Policy 3530: Students: Suicide:** James Fry moved to approve revised Policy 3530. Kyle Osborn seconded. All voted aye. Motion carried.
 - B. **Second Reading/Approval-Policy 7218: Financial Management: Federal Grant Financial Management System:** Kyle Osborn moved to approve new Policy 7218. David Aiken seconded. All voted aye. Motion carried.
 - C. **Second Reading/Approval-Policy 7237: Financial Management: Retention of Records Relating to Federal Grants:** James Fry moved to approve new Policy 7237. Kyle Osborn seconded. All voted aye. Motion carried.
 - D. **Second Reading/Approval-Revised Policy 9100: School Facilities, Acquisition, Use, and Disposal of School Property:** David Aiken moved to approve revised Policy 9100. James Fry seconded. All voted aye. Motion carried.
8. **Board Member Input for Future Agenda Items:** None
9. **Adjourn:** Meeting adjourned at 7:58 p.m.

Dana Hoskins, Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, November 12, 2018 – 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
 - 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. Set Supplemental Levy Election Date
7. Policy Items
 - a. First Reading – Revision to Policy 3530 Students, Suicide
 - b. First Reading – New policy 7218 Financial Management: Federal Grant Financial Management System
 - c. First Reading – New policy 7237 Financial Management: Retention of Records Relating to Federal Grants
 - d. First Reading – Revision to Policy 9100 School Facilities, Acquisition, Use, and Disposal of School Property
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
NOVEMBER 12, 2018 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the regular meeting to order at 7:04 p.m.
- A. Members Present:** Dana Hoskins, David Aiken, Wendy Fredrickson, Kyle Osborn, James Fry
- Administrators Present:** Supt/Principal Brad Malm; Klaire Vogt, Principal; Theresa Priebe, Clerk
- B. Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Education Presentation:** Mrs. Sullins students presented Science with Kids: Forces and Motions. Each team, Team Football and Team Platapus, demonstrated their forces and motions techniques and provided findings on each.
3. **Public Comments:** None
4. **Approve Consent Agenda:** Wendy Fredrickson excused herself from the room due to conflict of interest. By unanimous consent, Consent Agenda was approved. Items approved: Regular Meeting minutes from October 8, 2018; Bills paid totaling \$294,566.09; the hiring of Jim Fredrickson as Assistant Girls' basketball coach; and disposal of withdrawn books from TES and THS libraries.
5. **Information Items:** Budget reports included October 2018 ASB financial reports, Food Service Cashflow Report; Medical Insurance Pool for October 2018, and District Financial report. Enrollment is at 270. Principal's reports. Superintendent's report included: Update on Office of School Safety & Security receiving \$540,439 in federal funds to establish a statewide school tip line and develop a statewide behavioral threat management protocol for Idaho schools; update on the Board/Association communication meeting; update from Coach Coulter on the proposed Track project and reported that Troy Recreation District has committed \$150,000 toward the project; the Crisis Safety Committee met to establish meeting/updating items; and Mr. Malm met with Fisher Systems to provide a quote for security cameras in the buildings and on campus. Board Chair Dana Hoskins had no comments.
6. **Action Items**
 - A. Set Supplemental Levy Election Date :** James Fry moved to approve March 12, 2019 to hold the Supplemental Levy election. David Aiken seconded. All voted aye. Motion carried.
James Fry moved to amend the previous motion to approve March 12, 2019 to hold the Supplemental Levy election and approve May 21, 2018 if needed. David Aiken seconded. All voted aye on the amended motion. Motion carried.
7. **Policy Items:**
 - A. First Reading-Policy 3530: Suicide**
 - B. First Reading-Policy 7218: Federal Grant Financial Management System**
 - C. First Reading-Policy 7237: Retention of Records Relating to Federal Grants**
 - D. First Reading-Policy 9100: Acquisition, Use, and Disposal of School Property**
8. **Board Member Input for Future Agenda Items:** Track proposal
9. **Adjourn:** Meeting adjourned at 7:56 p.m.

Dana Hoskins, Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, October 8, 2018 – 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
 - 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 2018-19 Leadership Pay Plan
7. Policy Items
 - a. Second Reading Approve – Revision Policy 8215 Non-Instructional Operations, Local School Wellness
 - b. Second Reading Approve New Policies 8230 & 8240 Non-instructional Operations, Nutrition Standards School Meals
 - c. Second Reading Approve New Policy 2435 Instruction, Advanced Opportunities
 - d. Second Reading Approve New Policy 2710 Instruction, High School Graduation Requirements
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
OCTOBER 8, 2018 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the regular meeting to order at 7:02 p.m.
 - A. **Members Present:** Dana Hoskins, David Aiken, Wendy Fredrickson, Kyle Osborn
 - Administrators Present:** Supt/Principal Brad Malm; Klaire Vogt, Principal; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** Add under Consent Agenda – New Hire: Maude Egbert, Maintenance. By unanimous consent, the agenda was approved as amended.
2. **Education Presentation:** Students Seth Lunders and Ashley Webler presented a slide show on the Idaho Science and Aerospace Scholars program that they participated in during this past summer.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, Consent Agenda was approved as amended. Items approved: Regular Meeting minutes from September 10, 2018; Bills paid totaling \$97,765.25; the hiring of Maude Egbert, .75 FTE Maintenance; disposal items included a tire change machine out of the bus garage, and a HP Laserjet printer.
5. **Information Items:** Budget reports included September 2018 ASB financial reports, Medical Insurance Pool for September 2018, and District Financial report. Enrollment is at 269. Principal's reports. Superintendent's report included: Adhoc Track Committee consisting of Mr. Stoner, Jenn Johnson, Mr. Coulter, and Boardmember Wendy Fredrickson; Reminder of the ISBA Convention in Boise November 14-16; Wendy Fredrickson selected October 30, 2018 as the date to meet with TEA per Master Agreement Section 5.0; update on the reorganization of maintenance/custodial personnel; update on Room 213 that the claim is in the process of being settled for mold spore testing and room repairs; update on Supt. Ybarra's KISS Initiative to include two other components of her School Safety program; and, ISBA Resolutions were sent out to the Boardmembers. Board Chair Dana Hoskins requested that the Board needs to review the District's Mission when action items are presented to make sure the actions align with the Mission statements.
6. **Action Items**
 - A. **Approve 2018-2019 Leadership Pay Plan :** Wendy Fredrickson moved to approve the 2018-2019 Leadership Pay Plan as presented. David Aiken seconded. All voted aye. Motion carried.
7. **Policy Items:**
 - A. **Second Reading Approval-Policy 8215 Non-Instructional Operations: Local School Wellness:** Wendy Fredrickson moved to approve revisions to Policy 8215 Non-Instructional Local School Wellness. Kyle Osborn seconded. All voted aye. Motion carried.
 - B. **Second Reading Approval-Policy 8230 & 8240 Non-Instructional Operations: 8230 Nutrition Standards & 8240 School Meals:** Wendy Fredrickson moved to approve new policies 8230 Non-Instructional Nutrition Standards & 8240 Non-Instructional School Meals. David Aiken seconded. All voted aye. Motion carried.
 - C. **Second Reading Approval-Policy 2435 Instruction: Advanced Opportunities:** Wendy Fredrickson moved to approve new policy 2435 Instruction-Advanced Opportunities. Kyle Osborn seconded. All voted aye. Motion carried.
 - D. **Second Reading Approval-Policy 2710 Instruction: High School Graduation Requirements:** Kyle Osborn moved to approve new Policy 2710 Instruction—High School Graduation Requirements. Wendy Fredrickson seconded. All voted aye. Motion carried.
8. **Board Member Input for Future Agenda Items:** Metal screen at football field needs fixed; Supplemental Levy date & duration
9. **Adjourn:** Meeting adjourned at 8:18 p.m.

Dana Hoskins, Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, September 10, 2018 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - A. Attendance
 - B. Adopt Agenda
2. Audit Presentation
3. Education Presentation
4. Public Comments
5. Approve Consent Agenda
 - A. Minutes
 - B. Bill Payments
 - C. Classified personnel Actions
 - D. Procedure Manual
 - E. Items to be Disposed
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 FY June 30 2018 Audit
 - B. Approve FFA Travel National Convention
 - C. Approve 2018-19 Combined Continuous Improvement Plan (CIP), College and Career Readiness Plan and Literacy Plan.
8. Policy Items
 - A. Second Reading Approve – Revision Policy 1110 Board of Trustees, Elections
 - B. Second Reading Approve – Revision Policy 1120 Board of Trustees, Taking Office
 - C. Second Reading Approve – Revision Policy 1120P Board of Trustees, Oath of Office
 - D. Second Reading Approve – Revision Policy 1200 Board of Trustees, Annual Organizational Meeting
 - E. First Reading – Revision Policy 8215 Non-Instructional Operations, Local School Wellness
 - F. First Reading New Policies 8230 & 8240 Non-instructional Operations, Nutrition Standards School Meals
 - G. First Reading New Policy 2435 Instruction, Advanced Opportunities
 - H. First Reading New Policy 2710 Instruction, High School Graduation Requirements
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***

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES REGULAR MEETING
SEPTEMBER 10, 2018 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the regular meeting to order at 7:00 p.m.
 - A. **Members Present:** Dana Hoskins, David Aiken, James Fry, Wendy Fredrickson, Kyle Osborn
 - Administrators Present:** Supt/Principal Brad Malm; Klaire Vogt, Principal; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** Move the Education Presentation up and the Audit Presentation after. By unanimous consent, the agenda was approved as amended.
2. **Education Presentation:** Ed Coulter, track coach, presented a proposal for a 6-lane 400m all-weather track around the existing football field to the Board. Funding would potentially come from different sources with the District initiating the approval of the project. The Board will take the information under consideration and propose future discussions on the track project.
3. **Audit Presentation:** Jen Clark, from Hayden & Ross, presented the financial audit ending June 30, 2018 to the Board. The District has a clean opinion from the auditing firm.
4. **Public Comments:** Rob Kwate addressed the Dress Code in the Student Handbook and brought forth an incident with a student. Mr. Kwate requested that the Dress Code policy be revisited and to address fairness. Three students commented on the Dress Code as well. The Board will take the information under consideration.
5. **Approve Consent Agenda:** By unanimous consent, Consent Agenda was approved. Items approved: Meeting minutes from August 13, 2018; Bills paid totaling \$288,790.32; the hiring of Laura Williams, 1.0 FTE Library Aide; Jeremi Whitehall, .88 FTE Aide; Shelby Smith, .88 FTE Aide; and Michelle Gordon, .61 FTE Aide; and, disposal of 8 HP Laserjet printers
6. **Information Items:** Budget reports included August 2018 ASB financial reports, and Medical Insurance Pool. Enrollment is at 266. Principal's reports. Superintendent's report included: Mr. Dail, History teacher, had reported to Mr. Malm that Troy Jr-Sr High School teaches a majority of the Western Civilization subject matter over five years; both administrators attended the teacher vitae training in Moscow; Safe School Training has been assigned to the staff; 2018 Test Scores included Troy Elementary 10th in the State for Academic Growth, 4th in the State for Academic Achievement ELA, and 1st in the State in Academic Achievement Math; Troy High School scored 94% (42 points above the State average of 52%) in End of Course Assessment Biology, 7th in the State for Academic Achievement Math, and 3rd in the State for Academic Achievement ELA; ISBA Convention is scheduled for November 14-16th; Regional ISBA meeting is September 26th at the Lewiston School District Curriculum Resource Room; James Fry and Wendy Fredrickson volunteered to meet with TEA for Interest Based bargaining; updated the Board on the process of getting the Room 212 back in order at the High School. Board Chair Dana Hoskins had no comments.
7. **Action Items**
 - A. **Approve FY June 30 2018 Audit :** James Fry moved to approve the FY 2018 Audit as presented by Hayden and Ross. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - B. **Approve FFA Travel to National Convention October 23-28, 2018:** Wendy Fredrickson moved to approve out-of-state travel for the FFA National Convention as presented for October 23-28, 2018. David Aiken seconded. All voted aye. Motion carried.
 - C. **Combined Continuous Improvement Plan (CIP), College and Career Readiness Plan and the Literacy Plan:** Wendy Fredrickson moved to approve the 2018-2019 Combined Continuous Plan (CIP), College and Career Readiness Plan and the Literacy Plan as presented. James Fry seconded. All voted aye. Motion carried.
8. **Policy Items:**
 - A. **Second Reading Approval-Policy 1110 Board of Trustees—Elections:** James Fry moved to approve revisions to Policy 1110 Board of Trustee Elections. Kyle Osborn seconded. All voted aye. Motion carried.
 - B. **Second Reading Approval-Policy 1120 Board of Trustees—Taking Office:** Wendy Fredrickson moved to approve revisions to Policy 1120 Board of Trustee Taking Office. Kyle Osborn seconded. All voted aye. Motion carried.
 - C. **Second Reading Approval-Policy 1120P Board of Trustees—Oath of Office:** James Fry moved to approve revisions to Policy 1120P Board of Trustees Oath of Office. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - D. **Second Reading Approval-Policy 1200 Board of Trustees—Annual Organizational Meeting:** James Fry moved to approve revisions to Policy 1200 Board of Trustee Annual Organizational Meeting. Wendy Fredrickson seconded. All voted aye. Motion carried.

- E. First Reading:** Revision of Policy 8215 Non-Instructional Operations, Local School Wellness
- F. First Reading:** Policy 8230 & 8240 Non-Instructional Operations, Nutritional Standards School Meals.
- G. First Reading:** Policy 2435 Instruction, Advanced Opportunities
- H. First Reading:** Policy 2710 Instruction, High School Graduation Requirements
- 9. Board Member Input for Future Agenda Items:** Dress Code and Track Proposal
- 10. Adjourn:** Meeting adjourned at 8:41 p.m.

Dana Hoskins, Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, August 13, 2018 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Presentation: Transportation
3. Public Comments
4. Approve Consent Agenda
 - 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 Bus Routes
 - b. Approve Purchase of New School Bus
 - c. Approve Support for ISBA Resolution
7. Policy Items
 - a. Second Reading Approve – Revision Policy 3080 Students Nonresident Student Attendance Policy
 - b. Second Reading Approve – Revision Policy 3525 Students Immunization Requirements Policy
 - c. Second Reading Approve – Revision Policy 5280 Personnel Personal Conduct Policy
 - d. Second Reading Approve – Revision Policy 5405 Personnel Leaves of Absence – Military Leave Policy
 - e. Second Reading Approve – Revision Policy 6200 Administration District Organization Policy
 - f. Second Reading Approve – Revision Policy 8100 Noninstructional Operations Transportation Policy
 - g. Second Reading Approve – Revision Policy 9100 School Facilities Acquisition, Use and Disposal of School Property Policy
 - h. First Reading – Revision Policy 1110 Board of Trustees, Elections
 - i. First Reading – Revision Policy 1120 Board of Trustees, Taking Office
 - j. First Reading – Revision Policy 1120P Board of Trustees, Oath of Office
 - k. First Reading – Revision Policy 1200 Board of Trustees, Annual Organizational Meeting
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 13, 2018 7:00 P.M.
TROY ELEMENTARY SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the regular meeting to order at 7:01 p.m.
 - A. **Members Present:** Dana Hoskins, David Aiken, James Fry, Wendy Fredrickson, Kyle Osborn
 - Administrators Present:** Supt/Principal Brad Malm; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** No presentation by the transportation supervisor tonight. By unanimous consent, the agenda was approved as amended.
2. **Presentation:** None
3. **Public Comments:** None
4. **Approve Consent Agenda:** James Fry moved to approve the Consent Agenda. Kyle Osborn seconded. All voted aye. Motion carried. Items approved: Annual Meeting minutes from July 16, 2018; Bills paid totaling \$372,535.88; and the resignation of Heather Bailey, Library Aide, and rehiring the classified staff for 2018-2019.
5. **Information Items:** Budget reports included July 2018 Medical Insurance Pool. Principal's report included dates/events for the start of the 2018-19 high school year. Superintendent's report included: Kyle Osborn selected to be on the Calendar Committee; Summer maintenance update included seal coat and striping completed, TES sidewalk done but there are a couple of cracks that occurred that will be fixed next summer, fence project is completed, TES grass wasn't getting water during the summer project and the lawn turned brown, and looking to hire a temporary custodian; Dave Aiken and Dana Hoskins would be available this week to meet regarding the Sick Leave Bank request; State Funding formula panel review; ISBA Convention scheduled for November 14-16, 2018 in Boise; Back to School Schedule for Staff; Regional ISBA meeting; RevTrak will be the new online payment system for parents; Alicia Pitsilionis will be the new school nurse. Board Chair Dana Hoskins had received a request from a Coeur d'Alene Charter School board member requesting to bring forth a resolution to add another History class. It was recommended by Chair Dana Hoskins to pass the information on to our History teacher to form a History forum with other teachers to consider the proposal.
6. **Action Items**
 - A. **Approve Bus Routes :** James Fry moved to approve no change in bus routes as presented for the 2018-19 school year. David Aiken seconded. All voted aye. Motion carried.
 - B. **Approve Purchase of a New School Bus:** Wendy Fredrickson moved to approve the purchase of a 2019 71-passenger school bus from Western Mountain Bus Sales for \$92,996. To be paid out of account 424.810.560.000.000 vehicle purchase. James Fry seconded. All voted aye. Motion carried.
 - C. **Approve Support for ISBA Resolution Adequate Funding for Full Day Kindergarten:** Wendy Fredrickson moved to approve support for Genesee School District's resolution stating the Idaho School Boards Association support the change to I.C. 33-1102 that would fund full day kindergarten as 1.0 FTE; therefore allowing districts who offer full day kindergarten to receive adequate funding. James Fry seconded. All voted aye. Motion carried.
7. **Policy Items:**
 - A. **Second Reading Approval-Policy 3080 Students: Nonresident Student Attendance:** Kyle Osborn moved to approve revisions to Policy 3080 Nonresident student Attendance. James Fry seconded. All voted aye. Motion carried.
 - B. **Second Reading Approval-Policy 3525 Students: Immunization Requirements:** James Fry moved to approve revisions to Policy 3525 Immunization Requirements. David Aiken seconded. All voted aye. Motion carried.
 - C. **Second Reading Approval-Policy 5280 Personnel: Personal Conduct:** David Aiken moved to approve revisions to Policy 5280 Personal Conduct. James Fry seconded. All voted aye. Motion carried.
 - D. **Second Reading Approval-Policy 5405 Personnel Leave of Absence—Military Leave:** Wendy Fredrickson moved to approve revisions to Policy 5405 Leave of Absence—Military Leave. James Fry seconded. All voted aye. Motion carried.
 - E. **Second Reading Approval-Policy 6200 Administration-District Organization:** James Fry moved to approve revisions to Policy 6200 District Organization. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - F. **Second Reading Approval-Policy 8100 Noninstructional Operations-Transportation:** Kyle Osborn moved to approve revisions to Policy 8100 Transportation. James Fry seconded. All voted aye. Motion carried.
 - G. **Second Reading Approval-Policy 9100 School Facilities – Acquisition, Use and Disposal of School Property:** James Fry moved to approve revisions to Policy 9100 Acquisition, Use and Disposal of School Property. Kyle Osborn seconded. All voted aye. Motion carried.

- H. First Reading:** Policy 1110 Board of Trustees-Elections
- I. First Reading:** Policy 1120 Board of Trustees-Taking Office
- J. First Reading:** Policy 1120P Board of Trustees—Oath of Office
- K. First Reading:** Policy 1200 Board of Trustees – Annual Organizational Meeting
- 8. Board Member Input for Future Agenda Items:** None
- 9. Adjourn:** Meeting adjourned at 7:35 p.m.

Dana Hoskins, Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES ANNUAL MEETING
Monday, July 16, 2018 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - A. Attendance
 - B. Adopt Agenda
2. Approve Minutes
3. Annual Meeting (per Policy 1200)
 - A. Appointment of Board Representatives to Committees
 - B. Review Board Goals
 - C. Review Superintendent Job Description and Evaluation Tool
 - D. Election of a Chair and Vice –Chair
 - E. Election of a Clerk and Treasurer
 - F. Designation of Official Newspaper
 - G. Designation of Regular Monthly School Board Meetings for 2018 – 19
 - H. Adopt Policy Manual as it Exists
4. Public Comments
5. Approve Consent Agenda
 - A. Bill Payments
 - B. Classified personnel Actions
 - C. Procedure Manual
 - D. Items to be Disposed
6. Information Items
 - A. Budget Reports
 - B. Transportation Director's Report
 - C. Superintendent's Report
 - D. Board Chairman's Comments
7. Action Items
 - A. Approve Supplemental Contracts (Bruns & McFall)
 - B. Approve hiring of certificated staff position
8. Policy Items
 - A. Second Reading Approve – Policy 2580 Instruction: Use Animals in Educational Programs
 - B. Second Reading Approve – Policy 2580F Instruction: Student Permission for Exposure to Animals
 - C. Second Reading Approve – Policy 2580P Instruction: District Procedure on Dissection of Animals
 - D. Second Reading Approve – Policy 8800 Non-instructional Operations: Drones
 - E. Second Reading Approve – Policy 6101 Administration Superintendent Leave
 - F. First Reading – Revision Policy 3080 Students Nonresident Student Attendance Policy
 - G. First Reading – Revision Policy 3525 Students Immunization Requirements Policy
 - H. First Reading – Revision Policy 5280 Personnel Personal Conduct Policy
 - I. First Reading – Revision Policy 5405 Personnel Leaves of Absence – Military Leave Policy
 - J. First Reading – Revision Policy 6200 Administration District Organization Policy
 - K. First Reading – Revision Policy 8100 Noninstructional Operations Transportation Policy
 - L. First Reading – Revision Policy 9100 School Facilities Acquisition, Use and Disposal of School Property Policy
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***

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES ANNUAL MEETING
JULY 16, 2018 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the Annual meeting to order at 7:00 p.m.
 - A. **Members Present:** Dana Hoskins, David Aiken, Wendy Fredrickson, Kyle Osborn
 - Administrators Present:** Supt/Principal Brad Malm; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** By unanimous consent, the agenda was approved as presented.
2. **Approve Minutes:** Wendy Fredrickson moved to approve the minutes from the June 11, 2018 school board meeting as presented. David Aiken seconded. All voted aye. Motion carried.
3. **Annual Meeting (per Policy 1200):** Wendy Fredrickson moved to retain Dana Hoskins as Board Chair for the 18-19 school year. Kyle Osborn seconded. All voted aye. Motion carried.

David Aiken moved to retain James Fry as Vice-Chairman for the 18-19 school year. Wendy Fredrickson seconded. All voted aye. Motion carried.

Wendy Fredrickson moved to elect Theresa Priebe as Clerk and Treasurer. David Aiken seconded. All voted aye. Motion carried.

Wendy Fredrickson moved to designate Moscow-Pullman Daily Newspaper as the District's official newspaper. Kyle Osborn seconded. All voted aye. Motion carried.

Kyle Osborn moved to schedule the regular meetings of the school board at 7:00 p.m. each second Monday of the month at the Troy High School Library. David Aiken seconded. All voted aye. Motion carried.

Wendy Fredrickson moved to adopt the Policy Manual as it exists. David Aiken seconded. All voted aye. Motion carried.

Supt. Brad Malm included in the packet the District's Mission/Vision/Goals; the 18-19 Committees; and the job description and evaluation form for the Superintendent of Schools in Troy School District.
4. **Public Comments:** None
5. **Approve Consent Agenda:** By unanimous consent, Consent Agenda was approved. Items approved: Bills paid totaling \$518,878.34; and disposal of computers.
6. **Information Items:** Budget reports included June 2018 District Financial Report and Medical Insurance Pool. Transportation Director report included information on purchasing a new bus for the District. Superintendent's report included: Update on the design firm estimated cost for the HVAC system at the Elementary School in which Supt. Brad Malm informed the Board that he was no longer interested in the firm; met with Ackerman for a walk-through for the AC on the south side of the Elem School; ISBA's Summer Leadership Institute is July 25th at Lapwai; schedule a meeting with TEA representatives to discuss Association Leave for the classified staff; provided student enrollment for the past three years in FFA and BPA; updated the scheduling of summer maintenance projects; and provided information and insight on the State Funding Formula panel review. Board Chair Dana Hoskins had no comments.
7. **Action Items**
 - A. **Approve Supplemental Contracts:** Kyle Osborn moved to approve the hiring of Matt Bruns as the Knowledge Bowl Advisor and Bill McFall as the assistant Knowledge Bowl Advisor. David Aiken seconded. All voted aye. Motion carried.
 - B. **Approve Hiring of Certificated Staff Position:** Wendy Fredrickson moved to approve the committee's recommendation of Miss Maddalynn Starks for the second grade teaching position. Kyle Osborn seconded. All voted aye. Motion carried.
8. **Policy Items:**
 - A. **Second Reading Approval-Policy 2580 Instruction-Use Animals in Educational Programs:** Wendy Fredrickson moved to approve Policy 2580 as second reading and as presented. Kyle Osborn seconded. All voted aye. Motion carried.
 - B. **Second Reading Approval-Policy 2580F Instruction-Student Permission for Exposure to animals:** Wendy Fredrickson moved to approve Policy 2580F as second reading and to piggyback with Policy 2580. Kyle Osborn seconded. All voted aye. Motion carried.
 - C. **Second Reading Approval-Policy 2580P Instruction-District Procedure on Dissection of Animals:** Kyle Osborn moved to approve Policy 2580P District Procedure on Dissection of Animals. David Aiken seconded. All voted aye. Motion carried.
 - D. **Second Reading Approval-Policy 8800 Non-Instructional Operations-Drones:** Wendy Fredrickson moved to approve Policy 8800 Non-Instructional Operations: Use of Drones on school property. Kyle Osborn seconded. All voted aye. Motion carried.
 - E. **Second Reading Approval-Policy 6101 Administration-Superintendent Leave:** Wendy Fredrickson moved to approve Policy 6101 Superintendent Leave procedures as presented. David Aiken seconded. All voted aye. Motion carried.

- F. First Reading:** Revise Policy 3080 Students Nonresident Student Attendance Policy
- G. First Reading:** Revise Policy 3525 Students Immunization Requirements Policy
- H. First Reading:** Revise Policy 5280 Personnel Personal Conduct Policy
- I. First Reading:** Revise Policy 5404 Personnel Leaves of Absence—Military Leave Policy
- J. First Reading:** Revise Policy 6200 Administration District Organization Policy
- K. First Reading:** Revise Policy 8100 Noninstructional Operations Transportation Policy
- L. First Reading:** Revise Policy 9100 School Facilities Acquisition, Use and Disposal of School Property Policy
- 9. Board Member Input for Future Agenda Items:** None
- 10. Adjourn:** Meeting adjourned at 8:12 p.m.

Dana Hoskins, Chair

Theresa Priebe, Clerk

NOTICE OF CHANGE OF ANNUAL 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 9, 2018 annual meeting of the Board of Trustees of said district has been changed to **Monday, July 16, 2018 at the Troy High School Library at 7:00 p.m.**

Dated this 28th day of June, 2018

Theresa Priebe
Clerk, Board of Trustees