

# **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 7:00 p.m. at the Troy Elementary School Library, 103 Trojan Drive, Troy, ID on Thursday, June 30, 2016. The purpose of this meeting is as follows:**

- 1. Negotiations**

**Dated this 27<sup>th</sup> day of June 2016  
Theresa Priebe  
Clerk, Board of Trustees**

NEGOTIATIONS MINUTES  
JUNE 30, 2016  
TROY ELEMENTARY SCHOOL

District Members: Wendy Fredrickson, Negotiator; Dana Hoskins; Christy Castro, Supt. (via phone conference)

TEA Members: Alison Bohman, Crystal Tibbals

I

Wendy Fredrickson stated that I took copy of our notice of negotiations meeting and I'm just going to write down us four ladies in attendance and then we're, do going, do we call to order at 7:00 p.m. and say that we caucused or do we just actually call to order at 7:15 p.m.?

Dana Hoskins stated I would say we call it to order at 7:00 and we went to caucus. We have to document what we did.

Wendy Fredrickson stated okay. (Wendy Fredrickson wrote down who was in attendance). Okay, we'll just go ahead and start. Actually, I guess, do we need to start by signing the minutes? I didn't notice any changes.

Alison Bohman stated no, looked good to me.

Wendy Fredrickson stated we will go ahead and sign the negotiations minutes from the 06-08-16 meeting. Do we want to use your copy?

Alison Bohman stated it doesn't matter. Mine's only one sided, but it doesn't matter.

Wendy Fredrickson stated we'll use your copy.

Alison Bohman stated okay.

Wendy Fredrickson stated it's nice and pretty.

Alison Bohman stated I had to get to school early and print them because I was out of paper at home.

Minutes were signed.

Wendy Fredrickson stated okay, if I can start. What we're prepared, here's what we can do. I wasn't able, like what we've talked earlier, I wasn't able to be at the last school board meeting on June 13, 2016 because I was out of town, out of state actually for conference for work, so there may be times when I am going to defer to Dana Hoskins just so that she can summarize since I wasn't present to how the conversations went with the other board members. But, at this point, this is what the school district is prepared to do is of course we still have steps and lanes movement. We already addressed that last month or earlier this month and ½% raise and a 1% bonus in addition to the steps and lanes movement. If I could defer to Dana Hoskins or Dr. Castro for an explanation, maybe a conversation in summary.

Dana Hoskins stated yes. What we talked about is are what funds we felt we could commit to year after year after year. We felt like we could commit to a point five percent (.5%) raise, watch to see where our enrollment goes, what the State does and what our community does over this next year, but we also felt

like we wanted to give you more and we have another percent that we can do as a bonus and we have to do special language with that, but we still want to make it available to you if you guys would agree to a one year 1% bonus with a .5% raise. And, I guess that's all what we're going to talk about on that particular point and do you have any questions?

Alison Bohman stated I don't think so.

Christy Castro stated excuse me. I'm going to interrupt here for just a minute. The .5% raise would be on the base.

Dana Hoskins stated yes.

Wendy Fredrickson stated okay. And then any...does that affect any kind of benefits for them, for our staff? That doesn't do anything to the benefits at all, right? This is just more than anything, my clarification.

Christy Castro stated well, actually it will cost the District money. That the District has to pay towards benefits. So, the additional money that District pays towards the benefits whenever the salary increases, even if it's for one year, there will be additional funds that will have to go towards benefits. But, what it will do for the employee is even the bonus will be a factor in the PERSI benefits, so it'll show an increase in wages for the employee, so that will be helpful.

Wendy Fredrickson stated okay, but nothing at all less for them. Okay. Good. Alright. Do you have any questions?

Alison Bohman stated I don't think so.

Wendy Fredrickson stated okay. And then, was there anything else that you wanted to address? Do you want to talk about any other? I think we started out with six items if I recall.

Alison Bohman stated we already addressed some of them.

Wendy Fredrickson stated salary increase—I think we are good there with that discussion.

Dana Hoskins stated the extended contract for the FFA, we have the PTE money that's going to be able to cover that for this next budget year. Leadership money—we will comply with the State Code on that one.

Alison Bohman stated okay.

Dana Hoskins stated we're going to bring back the Master Contract without the supplemental contracts so those are going to need to be negotiated. We will need to get a list and negotiate those. BPA extra prep time—we're going, this year, we're going to have to just follow what the Master Contract says and if there's something that she needs prep time for, she's just going to have to go to the building administrator on that, and we'll just wait to see how that, this next year, how the class....

Crystal Tibbals stated see how the numbers....

Dana Hoskins stated see if the numbers increase. Yes. The dual credit compensation, we don't have the funds to do that this year.

Alison Bohman stated is that something we can kinda keep on a list and talk about maybe next year?

Dana Hoskins stated I think you should bring it back every year. Yes, just keep it on your list.

Alison Bohman stated okay.

Dana Hoskins stated so, we might have to start at a smaller, but keep it on your list.

Crystal Tibbals stated and did you end up getting any information from other districts because you said you had your feelers out for that.

Dana Hoskins stated right. The only one we found that's doing it is Moscow.

Crystal Tibbals stated okay. I was just curious.

Wendy Fredrickson asked do you know of any others?

Alison Bohman stated I don't know.

Crystal Tibbals stated we haven't done a lot of additional searching, so I was mostly curious to see if you had found other districts that did something like that.

Dana Hoskins stated Moscow, we know, but we didn't find anybody else.

Crystal Tibbals stated okay.

Dana Hoskins stated but keep it on the list.

Alison Bohman stated okay.

Dana Hoskins stated and then the movement on the steps and lanes—yes, the District is offering that movement.

Alison Bohman stated okay.

Dana Hoskins stated let's go back and see which ones you might have questions on in this.

Alison Bohman stated at this point, if we can go caucus really quickly and then come back and continue.

Wendy Fredrickson stated absolutely.

Alison Bohman stated alright. Thank you.

Teams left to caucus. (No time was stated)

Teams returned to the table. (No time was stated)

Wendy Fredrickson stated so Christy, if you can hear, all four of us are back in the room with you.

Christy Castro stated yes.

Wendy Fredrickson stated okay.

Alison Bohman stated so we will agree to take off the stipend for the dual credit for this year, but it's something we would like to continue discussing next year. And, we will agree to take off from our list the BPA extra prep time. And then, we would like to counter your proposal of a point five percent (.5%) raise to a 1.5% raise with a 1% bonus. The reason being, looking at the list from other school districts, that's going to keep us a lot more in line with what they are receiving and also looking at their top salary, their maximum, we are lower than most of them other than Nezperce and Kamiah, so we just want to make sure we're staying competitive with other surrounding school districts, so that would be our counter to that a 1.5% raise with 1% bonus. And then, just for clarity, was there discussion about that extra day that we discussed in our last meeting, the January 4<sup>th</sup> teacher work day?

Dana Hoskins asked buying it back? It depends on what we do with our, the salary piece of it. See, if we can afford to buy it back, that's one thing the District would like to start doing—just increase the days with the teachers to students and....but, of course we understand we need to be able to pay for that.

Alison Bohman stated right. And then, Dana, you mentioned earlier something about the supplemental contracts and having to negotiate.

Dana Hoskins stated yes, and let me clarify that. The supplemental contracts, those that are existing, that were in the Master Agreement before, those will remain. If you need, or if the District come up with another program, then it will come before the Board.

Christy Castro stated I'm sorry, I've got to interrupt there to clarify. I apologize. I just wanted to make sure, the supplemental contracts, not the ones that were in the Master Agreement before, but the ones that were reinstated, after the reduction in force, will remain.

Dana Hoskins stated okay. Alright.

Christy Castro stated yup.

Dana Hoskins stated the ones that are currently existing.

Christy Castro stated the ones that were existing this school year, after the reduction in force, were reinstated. Those would continue into the next year.

Dana Hoskins stated and then, if we have like another program, like I don't know 3 or 4 years ago there was an IDFY that was brought before and we adopted it. If there was another program like that that was identified as beneficial it would just come before the school board and there would be a vote on it and a salary would be set for it.

Alison Bohman stated then it would not be in the Master Agreement. So, it's just....

Christy Castro stated it would be a supplemental contract. It would allow us the opportunity to focus on the main salaries, to keep the jobs we currently have. And, as the need arises, as student participation comes about, increased enrollment, we can add the programs the students are showing the most interest in otherwise if we keep them all then everything is going up, we just can't financially handle putting everything back right now in the way it was. We just would collapse with the steady decline in enrollment and not knowing what the State will do. We just need to be very careful and stick with that financial plan the Board, and that you were a part of, is sound. And then, if you see as the following years goes by that you would like to bring any of those up for negotiations, then of course you would be able to do that.

Alison Bohman stated so, I just want to make sure that I'm understanding.

Wendy Fredrickson stated no, that's good.

Dana Hoskins stated questions are good.

Alison Bohman stated so, the existing supplemental contracts that are currently part of, in the Master Agreement, they will remain.

Christy Castro stated no. No. The ones that...Okay, there are none in the Master Agreement.

Dana Hoskins stated let's talk about the prior.

Christy Castro stated so, those were all...all of them were wiped out and then last summer...

Dana Hoskins state okay.

Christy Castro stated and then they were brought back. Only certain ones were brought back. Those are the only ones that we can continue with. Those that were in existence this last school year. We can't blanketly bring them all back like they were before. Just can't afford it.

Alison Bohman stated no, my question is though, so the ones that are currently in the Master Agreement, the ones that were reinstated last August, those will remain in the Master Agreement, like football, basketball, you know, that list, the ones that...

Christy Castro stated as supplemental contracts.

Dana Hoskins stated not in the Master Agreement, but they will remain as supplemental contracts.

Christy Castro stated correct.

Dana Hoskins stated okay. Because we brought back the Master Agreement without the supplemental contracts in it. But, we're going to keep the supplemental contracts that are existing for the school year 15-16. And then, if we need to bring, if there is a, I don't know, I can't think off the top of my head...

Wendy Fredrickson stated knowledge bowl is a good one.

Dana Hoskins stated like knowledge bowl. We didn't bring it back, but if we have a lot of kids who want to participate and we have the funds to do that, we would bring it back before the Board, we would

identify funds for it and we would establish a supplemental contract for knowledge bowl and it would be within the existing group. I don't know which other—I wish I had a list of which ones weren't brought back like Knowledge Bowl.

Crystal Tibbals stated cheerleading.

Wendy Fredrickson stated full-time music.

Christy Castro stated drama.

Dana Hoskins stated not the...these are just supplemental, not regular contracts.

Wendy Fredrickson stated I think spirit club was another one.

Alison Bohman stated Jr. High advisorships. But we still had some supplemental contracts in the Master Agreement.

Dana Hoskins stated yes and that's the list that we're going to—that we're taking out of the Master Agreement, but we're keeping those. We're keeping them as supplemental contract outside of the Master..

Christy Castro stated yes, that's right. We're separating them. That's when we said we agreed to bring back the Master Agreement on the condition of separating them out—the supplemental contracts.

Alison Bohman stated but we haven't agreed to that.

Dana Hoskins stated right.

Christy Castro stated so we brought back, we're proposing bringing back the Master Agreement on the condition of, for instance, let's take Kendrick for example. It was my understanding they gave a 2% raise, but declined the Master Agreement. Instead of, since you guys didn't bring it back, we offered to bring it back under these particular conditions, and, so that's where we're at. So, the Board is willing to bring it back under the condition of separating supplemental contracts out of the Master Agreement at least at this time. Like, you want to bring back those other items such as BPA and dual credit, we're open to have you bring those back in the future, but not knowing the stability of our enrollment and state funds, we are just trying to be cautious as possible so that we have the funds to give a raise and keep the main contracts in place. That's the strategy that we're taking.

Alison Bohman stated so a concern. If we got rid of the supplemental contracts from the Master Agreement and we negotiate each one of them or maybe we negotiate them as a group of contracts, I don't know how that would look. But, if we negotiate each one, it's going to put us in a position of "we think the football coach did a very good job this year, therefore, the football coach needs a 5% raise", but on the other hand, basketball "no, I think he only needs a 2% raise" and then it becomes an equality issue and that is a very big concern of mine. And I guess, you know, it's been working as it is in the Master Contract, so why are we looking to change it?

Christy Castro asked if it was okay to speak.

Dana Hoskins stated yes.

Christy Castro stated the reason is so the supplemental contracts are not on the same playing field. They are not equal to the regular teacher contracts. So, we are able to focus on simply...if they're in the Master Agreement, we don't want, okay, a raise automatically goes to everything because then that limits us to what kind of raise we can give and what kind of supplemental contracts, or what kind of programs we can bring back, because just like what happened in the past we want to prevent. That a blanket raise goes to everything and then now we're looking at "okay, are we going to keep your basic teaching contracts and they're equal, on the same footing as a supplemental contracts". We want to avoid that and show we're financially sound.

Alison Bohman stated so, we don't have that many supplemental contracts. How much does it cost the District say if, will just use a 1.5% raise. How much would those supplemental contracts cost the District for that 1.5% raise?

Christy Castro stated well, I'd have to go back and recalculate that because I did not calculate that. It was my understanding that, I must have misunderstood that you'd agree to bring it back under those conditions. So I didn't go back to the drawing board to figure that, but I can tell you, it's figured to the penny with what we can give the teachers, what we're able to give the teachers on the raises. We would have to go back to the drawing board for everything if we want to start including supplemental contracts.

Alison Bohman stated well, I think that needs to be looked at because we haven't agreed to remove them.

Christy Castro stated and see, we haven't agreed to have a Master Contract reinstated. It was only on the condition of removing them. That's where the misunderstanding lies. I think we both walked away from the table with a misunderstanding. I guess we could look back at the meeting notes.

Alison Bohman stated yes, I may have to do that.

Christy Castro stated yes, because I remember recalling specifically that Mrs. Fredrickson said that we would be willing to bring back the Master Contract with the condition of separating the supplemental contracts out and it was the Board that brought it to the table, not the Association.

Dana Hoskins stated did you...

(Long pause. Reading through minutes)

Wendy Fredrickson stated are you on June 8<sup>th</sup>?

Alison Bohman stated yes.

Wendy Fredrickson stated top of page 3, I think that there was also another discussion on that too.

(Long pause. Looking at prior negotiations minutes)

Alison Bohman stated right here it says and the District response is dependent upon the acceptance of the District's negotiation team to offer reinstatement of the Agreement without supplemental contracts, but we never agreed to that.



Dana Hoskins stated right. We're not saying you agreed to it. We're just saying that we put it out on the table and that's what we could do. I mean we could bring the Master Contract back without the supplemental contracts and our reason for doing that is so that we can concentrate on keeping the staff in place first and then adding to the supplemental contracts until we're beyond our existing or just previous year's reduction. You know, that's the goal and that's one thing that we noticed—the contract wasn't asked to be reinstated. So, actually, Christy noticed that it hadn't come back and that's just something that if we could take those supplementals and move them off of first line, what I would call first line, so we could issue all first line contracts for teaching and then add the supplemental in. Say we have, and this is kinda where we're coming from—it's horrible to have to tell somebody we don't have enough money to rehire you. That's the worst thing on the face of this earth to do. The supplemental contracts are tied to—in the previous contract, they were tied to us being able to that. If we had that agreement, we would have to have funds for everything with that agreement. So, we're just trying to separate it out so we can say let's make sure we can pay all of our teachers, all of our staff. Let's make sure that's done first. Then, let's look at our supplementals and then say can we afford all of them. If yes we can, excellent, great. We'll bring it all back. Maybe there's a, not a class....

Wendy Fredrickson stated a smaller participation level in something verses a different thing.

Dana Hoskins stated and you have a stipend where you're paying an individual \$1000 and they hold one meeting. I don't know. You guys tell me if you feel if you were being paid that same \$1000 and you were holding twenty meetings a year, would it be even? Would it be fair? That's the one thing we're looking at. Kinda trying also balance out. I would feel horrible if I was doing the one class and you, Alison, were doing twenty and I got paid the same as you. To me, that's not fair. You should have the bulk of those funds. That's just right. Removing the supplementals out and with your help, I mean, you guys are going to tell us who's participating in what. You know, are these divided, are the stipends in accordance with the activities or if it come down to Crystal having a position and me having a stipend because maybe I'm a senior teacher, but I do one class or one event or one meeting, would we rather pay Crystal to be able to be in the classroom or me to have one meeting? Personally, I would rather pay Crystal to be in the classroom with her students than an individual. I'm not saying that's happening, it might be. I don't know. But, if it ever were, I would vote to have Crystal or Wendy or you in the classroom before I would pay them a supplemental contract. That's kinda where we're—that's our goal. Bottom line, that's our goal. We want to get to a point where we can say teachers first. Let's get them all in the classroom. Let's look at the supplemental contracts. Who can we afford? What can we afford? Who's doing their job? Are we paying it fair and equitably? I mean, honestly, if I am doing 75% of the work and somebody else is doing 25% and getting the same as me, isn't that like a sucker punch in your gut? It is to me.

Alison Bohman asked do we know who other schools handle this? Do they have the supplementals in the Master Agreement? Are they separated out?

Wendy Fredrickson stated I'm not sure.

Dana Hoskins stated I think there is a mixture. And I think there is a move with the reduction, but that's a good question. And, we can get facts. I think we should be factual and not, you know, I think

Christy Castro stated Mrs. Hoskins is correct. It is a mixture, as well as some districts don't even have a Master Agreement, so there is a mixture.

Dana Hoskins stated but let's look at districts our size or larger or smaller and let's see what they're doing. I think, let's not invent the wheel, take the best practice, but we do want to make sure you guys have your Master Contract for the most whole back in place. It's important to us.

Wendy Fredrickson stated teachers first.

Dana Hoskins stated and we all agree that but...we just wanted to see if we could make sure and, you guys do need to agree to it. We can't just say this is what we're going to do and you guys have to agree to it. We want to make sure it's teachers first. Teachers and staff first. Then supplementals after that. We want to afford you. We want to pay you appropriately. If giving you a 1% or 1.5% raise costs a, I want to keep calling it an event and I don't know why I'm calling it an event. It's not an event. What's the word I'm looking for?

Wendy Fredrickson stated I don't know. I can't help you on this.

Dana Hoskins stated it's like an advisorship.

Wendy Fredrickson stated yes, an advisorship.

Dana Hoskins stated if I could take, if I'm a teacher or anybody and I'm getting \$2000 and I do one meeting and that \$2000 would be a contributing factor to everybody in getting a raise I wouldn't, I would just as soon get rid of me and give it to you guys. That's kinda where we're going with that. So, but I know there's a lot you guys are going to have to talk about it. It's a big trust thing. We understand that. We get that. We don't expect that you're just gonna say okay. We know that you're going to have to talk. But, that's really where our goal is. That's where we want to get to where we can make sure that we don't have to give anybody a notice and that if we need to adjust some of our

Crystal Tibbals stated advisors.

Dana Hoskins stated advisors.

Wendy Fredrickson stated lesser performing activities.

Dana Hoskins stated yes, if we can funnel that money into raises verses a supplemental contract, that's really what we prefer to do. That's kinda where we're at. Yeah, we know that you're going to have to talk about that.

Alison Bohman stated okay.

Dana Hoskins stated and if you have any questions, please ask us. We want to make sure that you get the answers because I know you have to take it back to your team.

Crystal Tibbals stated we need to talk.

Alison Bohman stated you want to go caucus again?

Wendy Fredrickson stated sure.

Alison Bohman stated okay, we'll go do that.

Wendy Fredrickson stated we have your counter with 1.5% with 1% bonus.

Teams left to caucus. (No time given)

Teams returned to negotiations table. (No time given)

Alison Bohman stated so, we went and discussed and I pulled out the salary schedule from last year's Master Agreement. And what if we changed the wording in the Master Agreement and to say something like we would negotiate teacher salaries first and then after that we could negotiate the supplementals, but they were not removed from the Master Agreement.

Wendy Fredrickson stated okay.

Alison Bohman stated so, if we negotiated a 1.5% increase for the teachers, which would not automatically go for the supplementals if we change that language. That's what we're proposing, but they would still remain in the Master Agreement.

Wendy Fredrickson stated let's talk about it.

Alison Bohman stated okay.

Dana Hoskins stated okay, so we're going to have to take that back and have that discussion with the Board.

Alison Bohman stated okay.

Dana Hoskins stated we would entertain that discussion and, is that it?

Alison Bohman stated yes, that is what we talked about.

Crystal Tibbals stated we agreed on

Wendy Fredrickson stated yes, we were going through that same thing. So we, um, you countered with a 1.5% raise and then the 1% bonus. We took care of the FFA conversation, I believe, for this year.

Alison Bohman stated for this year only. 2016-2017 school year.

Wendy Fredrickson stated fully funded with PTE money and we can add that to the list in the future.

Alison Bohman stated will be addressed next year.

Wendy Fredrickson stated and then the leadership money, we're going to do the State Code. And then, you had offered to take off the list the BPA conversation.

Alison Bohman stated yes.

Wendy Fredrickson stated we will continue discussing the stipend and do more research on that. Presently, I think, as far as we know, it's just Moscow now. And then, we are of course, offering to move on the steps and lanes. So, that closes the list as far as I recall.

Alison Bohman stated yes.

Dana Hoskins stated would you mind penning some type of wording that you...

Alison Bohman stated sure.

Wendy Fredrickson stated that's a good idea. Use language that meets what you mean.

Dana Hoskins stated you can work on it as a team, fine tune it. At lease we have a starting point of what you're looking at.

Alison Bohman stated does it make sense what I'm proposing?

Wendy Fredrickson stated yes, it does what you're proposing. It does make sense.

Dana Hoskins stated yup. I think what you're looking for is a little more reassurance or confirmation that we're not just going to wipe them out. We totally understand.

Wendy Fredrickson stated absolutely.

Crystal Tibbals stated and we talked that being contracts. They're still...they still have....

Wendy Fredrickson stated binding contracts.

Crystal Tibbals stated due process. They're still involved with that the same way. So, we thought this might be a good...

Dana Hoskins stated if you would pen out some word—word smith something—it can just be at least a starting point and we can work on it together.

Wendy Fredrickson stated yes, looking forward to that.

Dana Hoskins asked so should we establish another date?

Next meeting date set for July 14, 2016 at 7:00 p.m.

Meeting adjourned at 8:08 p.m.

Wendy Fredrickson 7/14/16  
Wendy Fredrickson Date

Alison Bohman 7/14/16  
Alison Bohman Date

TROY SCHOOL DISTRICT #287  
BOARD OF TRUSTEES REGULAR MEETING  
Monday, June 13, 2016 – 7:00 p.m.  
Troy High School Library

AGENDA

1. Call to Order
  - A. Attendance
  - B. Adopt Agenda
2. Public Hearing: Budget Hearing: 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. Accept May 17<sup>th</sup>, 2016 Levy Election Results
  - B. Hire New Certificated Staff
  - C. Hire Renewable Contract Teachers
  - D. Hire Category 2 and Category 3 Contract Teachers
  - E. Hire Extra Curricular Assignments (Including Head Coaches and Assistant Coaches)
  - F. Approve Benefit Resolutions – Blue Cross of Idaho Insurance
  - G. Approve recipients of the Kelly Scholarship
  - H. Approve Budget for school year 2016-17
  - I. Call for Supplemental Levy Election Dates: August and November 2016
  - J. Approve the transfer of the remaining funds from the 2001 Bond to the 2011 bond.
  - K. Hire auditing Firm – 2 years
  - L. Approve credit payment vs. reimbursement for Music Teacher
  - M. Approve Use of Protective Equipment
7. Executive Session I.C. 74-206a(1)(j) – Labor Negotiations
8. Other Business
9. Adjourn

**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES REGULAR MEETING  
JUNE 13, 2016 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, James Fry, David Aiken
  - Administrators Present:** Supt. Christy Castro; Theresa Priebe, Clerk
  - B. **Adopt Agenda:** By unanimous consent, the Agenda is approved.
2. **Public Hearing: Budget Hearing 7:00 p.m.:** Supt. Christie Castro presented the proposed FY16-17 Budget to the Board of Trustees. A patron asked how many custodians were employed. Supt. Christy Castro replied that the District employs 2.0 FTE custodians. A Board member asked how many classroom aides were budgeted for. Supt. Christy Castro replied that nine classroom aides were budgeted for, but not all were full-time.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Meeting minutes of May 9, 2016; , 2016; Special Meeting minutes of May 26, 2016; and, Bills paid totaling \$282,002.10;
5. **Information Items:** Budget reports included the ASB financials, Medical Insurance Pool report for May 2016; District financial report for May 2016; Enrollment ended at 255; Superintendent's Report included a review of the year of implementing the following processes: Implementation of the Idaho Core Standards—a common calendar that all teachers can access online; Over 30,000 online resources of lesson plans for teaching the Idaho Core Standards; Collaboration within and across subjects to teach Idaho Core Standards across subjects; Prepared formative assessments; Galileo Benchmark assessments; Reteach process of the Idaho Core standards to students who have not passed the formatives demonstrating mastery; Enrich process of the Idaho Core Standards to students who have passed the formatives demonstrating mastery; Targeted Tutoring for students who continue to struggle academically to pass the formative assessments; Response to Intervention at the Jr-Sr High Level; and continued Response to Intervention at the Elementary Level. Board Chair Dana Hoskins stated Great Job! It was a wonderful year. The staff was excited this year and seemed excited to come to school.
6. **Action Items**
  - A. **Accept May 17<sup>th</sup>, 2016 Levy Election Results:** James Fry moved to accept the May 17, 2016 Supplemental Levy results as canvassed by Latah County Board of Commissioners dated May 23, 2016. David Aiken seconded. All voted aye. Motion carried.
  - B. **Hire New Certificated Staff:** David Aiken moved to hire Tera Stoner as .5 FTE Music Teacher. James Fry seconded. All voted aye. Motion carried. Dave Aiken moved to hire Shannon Morris as 1.0 FTE Counselor. James Fry seconded. All voted aye. Motion carried.
  - C. **Hire Renewable Contract Teachers:** James Fry moved to hire the renewable contract teachers for the 2016-17 school year as listed: Renae Bafus, Alison Bohman, Matthew Bruns, Christy Castro, Joan Cinkovich, William McFall, Lisa Nelson, Moreesa Sandquist, Karen Scharnhorst, James Stoner, Anna Sullins, Crystal Tibbals, Guy Wells, Emily White, Faye Williams, and Mitzi Wright. David Aiken seconded. All voted aye. Motion carried.
  - D. **Hire Category 2 and Category 3 Contract Teachers:** David Aiken moved to hire the Category 2 and Category 3 contract teachers for the 2016-17 school year as listed: Aaron Dail, Shannon Morris, Jessica Renfrow, Allison Smith, Sam Hoffman, Tera Stoner. James Fry seconded. All voted aye. Motion carried. (Noted: Tera Stoner and Shannon Morris were previously hired so are listed to receive a Category 2 contract for the 2016-17 school year.)
  - E. **Hire Extra Curricular Assignments (Including Head Coaches and Assistant Coaches):** James Fry moved to hire the extracurricular assignments for Head Coaches and Assistant Coaches: Cross Country—Tera Stoner & Will Seegmiller; Football—Curtis Blum, Scott Barnes, Jake Blazzard; Volleyball—Deborah Blazzard, Stacy Blum; Boys Basketball—Guy Wells, Nick Acord; Girls Basketball—Derek Reagan, Heather Bailey; Baseball—TBA; Track—Ed Coulter, Jessica Renfrow; Softball—Steve Corr. David Aiken seconded. All voted aye. Motion carried.
  - F. **Approve Benefit Resolutions – Blue Cross of Idaho Insurance:** David Aiken moved to approve the Benefit Resolution for 2016-17 school year. James Fry seconded. All voted aye. Motion carried. During the 2016-17 school year, Troy School District shall pay medical, dental, and vision insurance for the employee only. The deductible shall be \$2,000, with a buy down to \$500. Employees, who will be paying for their dependents coverage, and retirees, under the age of 65, shall be required to pay 100% of the medical premium difference between a \$500 deductible and a \$2,000 deductible to the Medical Pool Fund.
  - G. **Approve Recipients of the Kelly Scholarship:** David Aiken moved to approve the five recipients of the Kelly Scholarship and to award each student the amount of \$760. Dana Hoskins seconded. All voted aye. Motion carried.

- H. **Approve Budget for School Year 2016-17:** James Fry moved to approve the FY2016-2017 Budget as presented. David Aiken seconded. All voted aye. Motion carried.
- I. **Call for Supplemental Levy Election Dates: August and November 2016:** James Fry moved not to run a Supplemental Levy election in the months of August or November 2016. David Aiken seconded. All voted aye. Motion carried.
- J. **Approve the Transfer of the Remaining Funds from the 2001 Bond to the 2011 Bond:** David Aiken moved to approve transferring the 2001 Bond funds currently in the account in FY15-16 to the 2011 Bond account and to approve annually the transfer of funds until no more taxes on the 2001 Bond are received. James Fry seconded. All voted aye. Motion carried.
- K. **Hire Auditing Firm – 2 years:** James Fry moved to approve the hire of Hayden & Ross for the Troy School District auditing of financial statements for 2015-2016 and 2016-17 school years. David Aiken seconded. All voted aye. Motion carried. NOTED: Hayden & Ross was the only firm who submitted a bid to the District. Invitations were also sent to Presnell Gage and to Goffinet & Clack.
- L. **Approve Credit Payment vs. Reimbursement for Music Teacher:** David Aiken moved to approve paying the tuition upfront rather than paying the reimbursement later. James Fry seconded. All voted aye. Motion carried.
- M. **Approve Use of Protective Equipment:** James Fry moved to approve the use of the protective equipment and uniforms for the Whitworth University football camp from June 13-15, 2016. David Aiken seconded. All voted aye. Motion carried.
- 7. **Executive Session—IC 74-206(1)(j) Negotiations:** James Fry moved to go into Executive Session at 7:52 p.m. per Idaho Code 74-206(1)(j) to conduct deliberations regarding labor negotiations. David Aiken seconded. A roll call vote was taken: James Fry-aye; David Aiken-aye; Dana Hoskins-aye. Motion carried. The Board came out of Executive Session at 8:36 p.m. Dana Hoskins gave an update on the Negotiations process.
- 8. **Other Business:** David Aiken mentioned that he had received an email from the Idaho School Boards Association where there must be 4 members present with a 5-member Board in order to go into Executive Session. Supt. Christy Castro will follow up.
- 9. **Adjourn:** Meeting adjourned at 8:42 p.m.

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Dana Hoskins, Chair

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Theresa Priebe, Clerk

# **NOTICE OF BUDGET HEARING**

**TROY SCHOOL DISTRICT NO. 287  
LATAH COUNTY, IDAHO**

**NOTICE IS HEREBY GIVEN, that the Board of Trustees of Troy School District No. 287, Latah County, Idaho, will be holding a Budget Hearing on June 13, 2016 at 7:00 p.m. at the Troy High School Library, located at 101 Trojan Drive, Troy, ID, at which meeting there shall be a public hearing on the maintenance and operation budget for the forthcoming school year.**

**A copy of the proposed budget as determined by the Board of Trustees is available for public inspection at the School District Office at 102 West Fifth Street, Troy, ID between the hours of 8:00 a.m. and 4:00 p.m. from the date of this notice until the date of the hearing**

**This budget hearing is called pursuant to Sections 33-801 and 63-1311A, Idaho Code.**

**Theresa Priebe, Clerk  
Troy School District No. 287  
June 3, 2016**



# **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 7:00 p.m. at the Troy Elementary School Library, 103 Trojan Drive, Troy, ID on Wednesday, June 8, 2016. The purpose of this meeting is as follows:**

- 1. Negotiations**

**Dated this 7<sup>th</sup> day of June 2016  
Theresa Priebe  
Clerk, Board of Trustees**

NEGOTIATIONS MINUTES  
JUNE 8, 2016  
TROY ELEMENTARY SCHOOL

District Members: Wendy Fredrickson, Negotiator; Dana Hoskins, Christy Castro, Supt.; Theresa Priebe, Clerk

TEA Members: Alison Bohman, Crystal Tibbals

Negotiation minutes from the previous meeting, June 6, 2016, were approved and signed by both parties.

Wendy Fredrickson called the negotiations meeting to order at 7:10 p.m. on Wednesday, June 8, 2016.

Wendy Fredrickson asked is it normal, do you normally start or do we?

Wendy Fredrickson stated we start. The District starts. Okay

Wendy Fredrickson stated so what we have from your list of the six items from the proposal received Monday night is, and I didn't necessarily have any specific order so,

Alison Bohman stated okay

Wendy Fredrickson stated that I'm not going 1-6 there. The first thing that we were showing that you proposed was *the salary increase 3% on the base and that the increase will apply to all employees* and, just so I'm clear, we are all clear, is that we're just negotiating for the TEA.

Alison Bohman stated we negotiate for certified; however, it has been tradition that if we get a salary increase, then classified employees would also get that.

Wendy Fredrickson stated okay and yes, we're a team. The District will take care of the classified. And, then we talked about the extended contract for the FFA for 30 days and as you know, we are using the PTE money to over the extended contract for this next school year. Did you want to say something?

Alison Bohman stated maybe just a little bit. So, I know in the past that some District funds were used and some PTE funds were used. So why was it switched 100% fully funded by PTE funds?

Christy Castro stated it hasn't been yet, but that's the way I recommended it to the next teacher that's what he do. Because we haven't...we cut them all. So, if ne needed it then he's going to need to use PTE funding.

Alison Bohman stated I worry about the sustainability of that because once those funds run out, then does he not have an extended contract anymore? I mean, we would have to come back to the table obviously, but you know I worry...

Wendy Fredrickson stated sure. Sure. Okay. Alright.

Alison Bohman stated and then the other thing with that, the extended contract, well it would apply to all extended contracts, the rate of pay. Is that matching his daily rate of pay?

Christy Castro stated that would be up to him and his funds what he chose to do.

Alison Bohman stated there's a state law though that was passed in March that that does have to match his daily teaching rate.

Wendy Fredrickson stated okay. Then the leadership money. We did talk about leadership money. About the \$900. And that the District will cover the additional \$50 per teacher not paid by the State. And, in doing research, understand that we are required to comply with state code. And, we will. The District will comply with state code.

Wendy Fredrickson stated and then, this was something that was brought up—was your, was it your intent to bring the Master Contract back with the TEA proposal?

Alison Bohman stated yes.

Wendy Fredrickson stated okay. And the District negotiation team is offering to reinstate the Agreement without the supplemental contracts included.

Wendy Fredrickson stated then we talked about *the BPA extra prep time during the school day was to compensate for time and duties beyond the teaching contract that relate to program management*. And the District's response is dependent upon the acceptance of the District's negotiation team to offer to reinstate the Agreement without supplemental contracts. The scheduled classes and prep periods will align with the Agreement.

Wendy Fredrickson stated we did talk about *dual credit compensation for teachers, a \$300 stipend per course*. The District's response is that we appreciate the information you provided from Moscow School District. We would like to continue discussing and learning what other districts our size and population provide for their staff.

Wendy Fredrickson stated and then, the movement on the salary schedule, which was the first one, I think was on your list, and yes, we would like to offer steps and lanes movement on the salary schedule.

Alison Bohman stated okay. So, I just want to go back for clarification before we go to break here. For the first one, are you agreeing to the 3% on the base?

Christy Castro stated no. What she said was, in response to that, the only part she addressed was the *all employees* and the team is only negotiating for the certified staff and with the certified staff and that was the response. I think you were talking about waiting and doing some research on the salary increase.

Alison Bohman stated okay.

Christy Castro asked Wendy Fredrickson am I correct on that?

Dana Hoskins stated yes, you were correct on that.

Alison Bohman stated okay. I had another question. Clarification on the supplemental contracts. So, you want to remove them from the salary, the general salary schedule. Would they remain contracts? Would they still be contracts?

Christy Castro stated supplemental contracts.

Alison Bohman stated so that means if we remove them, we're going to have to negotiate each one of those separately because all contracts have to be negotiated.

Christy Castro stated yes. If you wanted to address the supplemental contracts, they would have to be negotiated.

Alison Bohman stated right. Each one would have to be.

Christy Castro stated you could do it like that or you could do them as a group. It depends on how you guys approach it. I think you probably can get some advice from the Association on that.

Alison Bohman stated so can we take this and discuss it?

Wendy Fredrickson stated these are actually some of my notes.

Alison Bohman stated oh, okay.

Wendy Fredrickson stated so, I wasn't prepared to pass them to you.

Alison Bohman stated okay.

Wendy Fredrickson stated did you want to come with anything.

Alison Bohman stated for what you proposed to us, let me start there. The 178 working days and the District proposed that it be removed from the Master contract. When you have a contract, you actually have to have a number of days in there.

Wendy Fredrickson stated okay.

Alison Bohman stated so we can't remove the number of days. A number would have to be stated. And then, I guess if the District was proposing that number be increased, I guess I would like justification to why that is. You know we had 178 days this year. All standards were met, Beyond Textbooks (BT) was implemented, student achievement was very high, so I guess what would the additional days be used for? Did the District have a plan?

Christy Castro stated she can address that.

Wendy Fredrickson stated please.

Christy Castro stated last year when it was proposed, your group came back with enthusiasm of implementing a couple to do some preparation, one or two additional days, and the District would be in agreement with that for collaboration or preparation days.

Alison Bohman stated okay. Then salaries would be compensated for the extra days?

Christy Castro stated well that would be negotiated. That would be something you would, depending on the acceptance of the proposal of bringing back the Master contract, would have to be discussed. But it certainly is a possibility.

Alison Bohman stated okay. So, I think at this point I would like to break and caucus.

Wendy Fredrickson stated sounds good.

Alison Bohman stated okay.

Teams left to caucus at 7:22 p.m.

Teams returned to the negotiations table at 7:43 p.m.

Wendy Fredrickson stated I just want to begin again by clarifying with you your question about salary increase.....

Alison Bohman stated yes.

Wendy Fredrickson finished stating so that it just has to be taken to the Board for a Board decision. I mean there has been conversation for sure about it. And, so now then you know again we're all a team.

Alison Bohman stated right.

Wendy Fredrickson stated so that just has to go to the Board and then the Board will talk about it in executive session and then we'll come back. I just wanted to clarify that.

Alison Bohman stated sure. Thank you very much for that. Okay, so let's see. So, we're good with movement. We can agree on that.

Wendy Fredrickson stated awesome.

Alison Bohman stated for the dual credit compensation. When you said you wanted to look into what other school districts are doing, is that something you were thinking of doing, now, or

Wendy Fredrickson stated next year. You know....please...

Dana Hoskins stated yes, we're actually researching it now so we haven't decided one way or the other. It's an active research.

Alison Bohman stated okay. That was just a clarification.

Alison Bohman stated and then if you could explain the leadership money. You said that you would just comply with state code. Just explain that a little bit.

Wendy Fredrickson stated and Dr. Castro, I'd like to defer to you on that if I may just because I know you're more familiar with that than I.

Christy Castro stated it's really simple. We can't negotiate state code.  
Alison Bohman stated right.

Christy Castro stated Idaho code. So, if Idaho code state it, it's done. And that's all there is too it.

Alison Bohman stated okay. And then, I'm kinda lost with the BPA stuff. Can you please explain it?

Wendy Fredrickson stated sure. Okay, so in the future, we know that last year the Master Agreement contract....

Alison Bohman stated right.

Wendy Fredrickson continued was not brought to the proposal, but the District recognized that and they're like we're happy, it's the right thing to do. We're going first take the previous year's Master contract and bring it back and then so we learn all together. So, every year if you guys want to keep that rolling, bring it back in your proposal.

Alison Bohman stated you know what we used to do and maybe we can do this in the future, Rachel was so good about getting all of our stuff together for us, but so we would actually make a copy of the Master Agreement and then we would just underline what we wanted- the changes that we would like to see. So, in the future, would that be

Wendy Fredrickson state that is a very good idea.

Alison Bohman stated okay. Are you going to help me remember that for next year?

Crystal Tibbals stated I do. I think that's a good idea because I think it gets lost.

Alison Bohman stated right.

Wendy Fredrickson stated I think it's lost in the shuffle each new year. I think it's a very good idea and then it's a reminder too, that every year it has to be part of the proposal for reinstatement. So, I do think that's a very good idea. And, so then, to clarify your question about supplemental contracts. So, if supplemental contracts are taken off.... Actually, I prefer to defer to Dr. Castro on this because I want to make sure I say it right and I don't goof anything up for you.

Alison Bohman stated okay.

Christy Castro stated so, the District's position is as the enrollment declined—I'm just going over what happened, a history. We had to reduce a number of positions, right?

Alison Bohman stated correct.

Christy Castro stated if you, as a group of teachers and we, as a whole District, say our priority is the main teacher contracts and that they're not equal and involved and so at any time we're in a situation similar or if the enrollment continues to drop, you'll be negotiating for your main contracts and then the others separately so you don't see an inflation and as new people come into those positions that may

not have the years' experience, it can reflect or if they have more years' experience, it can reflect the financial designation and I think had we been able to at least have that section of contracts that we could say are secondary to the major contracts or let's say in the future we're to have that then it would be an easier, less of a need to do more reduction because you would have control over having those main contracts as a priority and that those are filled and they're not equal in weight. That's the perspective from the District. And, although you might not see it as being beneficial from our seat, we see it being beneficial to all the teachers and all the classified positions and all the positions total in the District. That supplemental contracts are supplemental and not in a situation where they're the same equal value as like your job as 3<sup>rd</sup> grade teacher, sorry, as a 5<sup>th</sup> grade teacher. 6<sup>th</sup> grade and 5<sup>th</sup>. So, that's our perspective.

Alison Bohman stated but since they would remain contracts, any changes that would be made to them, we would go through the negotiations process, correct?

Wendy Fredrickson stated because they are a legal binding document.

Alison Bohman stated because they are a contract.

Wendy Fredrickson stated right.

Christy Castro stated so, maybe we can put it this way—they would have to go through the same due process.

Alison Bohman state yes.

Christy Castro stated but it could, from our perspective, prevent down the road, as from seeing them on equal playing field as a regular contract. But, yes, we would have to go through due process to eliminate one that is for sure. And then for negotiations, if the negotiator for TEA felt there was a contract that was out of line, then you bring it to the table.

Alison Bohman stated okay. I think I understand a little bit.

Wendy Fredrickson stated we've talked about it before.

Alison Bohman stated we have.

Wendy Fredrickson stated but not to this intensity that we're talking about it now. The primary contracts are the teachers teaching students directly. Anything else?

Alison Bohman stated okay. Let's go back to the BPA.

Wendy Fredrickson stated okay, yes, because it's still clear as mud. So, let's keep talking about it until it's good.

Alison Bohman stated so, just trying to say what...

Wendy Fredrickson stated sure.

(Long pause)

Alison Bohman asked if it would be possible to get a copy of..

Wendy Fredrickson stated of my notes? Sure

Alison Bohman stated I don't even have to have a copy of your notes, just your response to our proposals. It would just be nice to have it written.

Christy Castro stated I don't know. It's going to be in the minutes. What do you want like...

Crystal Tibbals stated a copy of the responses.

Alison Bohman stated right. So, when we go back to the, our members, I can tell them.

Wendy Fredrickson stated sure, what the response was.

Alison Bohman stated yeah.

Christy Castro stated oh, because the minutes aren't until the next meeting.

Wendy Fredrickson stated sure.

Alison Bohman stated right.

Dana Hoskins stated is that something we can have Theresa produce an email to them tomorrow? Just the responses? Your responses and then...

Christy Castro asked Theresa do you have time tomorrow.

Theresa Priebe stated in the morning. Probably.

Wendy Fredrickson stated so, yes, if you would make time, I'd appreciate that so that you could get them a copy.

Theresa Priebe stated okay.

Wendy Fredrickson stated thank you.

Dana Hoskins stated thank you.

Alison Bohman stated yes, thank you.

Wendy Fredrickson stated let's see, so questions that we want to bring back. What do we want to talk about again?

Alison Bohman asked in our next meeting.

Wendy Fredrickson stated yes.



Alison Bohman stated so, I want to some more discussing the BPA stuff.

Dana Hoskins stated can I ask a question?

Wendy Fredrickson stated yes.

Dana Hoskins stated so, on this proposal, it just says *extra time during the school day to compensate for time*. How much extra time in a day? Is it 5 minutes? Is it 30 minutes? Is it...

Alison Bohman stated a class period.

Dana Hoskins stated so, it's one. So, what we're asking for is 2 class periods.

Alison Bohman stated yes, they currently get one class period to just, you know, their normal get ready for...

Dana Hoskins stated prep.

Alison Bohman stated right. So, this would be instead of an extended contract for BPA, instead of the extra days, then that would be prep time for that.

Dana Hoskins asked for the whole year.

Alison Bohman stated yes.

Dana Hoskins stated so, it's two days, it's two class periods per day. So, it's ten class periods a week for full five days. Correct?

Alison Bohman stated only the one period though would be for the program management of BPA that would take the place of an extended contract.

Dana Hoskins stated okay. So, five preps. That's basically twenty a month.

Christy Castro asked if she could make a comment.

Wendy Fredrickson stated yes, please.

Dana Hoskins stated I just needed to clarify that with you.

Christy Castro stated there is no extended contract as we discussed last time. So, it can't take the place of an extended contract, but like you said, the need for it....

Alison Bohman stated right.

Christy Castro stated with all due respect, and we've had the conversation before (referring to Renae Bafus who is present in the audience), the way I view it and the way I look at the numbers, especially even the numbers that are coming up next year, it leaves me wondering if we have the need at this

point for a 1.0 FTE Business Ed teacher. It really does and that's looking at the numbers for enrollment for next year as well. And the request also leaves me to wonder if we have that need and I understand the perspective of the teacher because we've sat and talked about it. But that's just something that, for instance, two classes right now for next year have a total of five students in them. Right now, the way I see it. And, if it remains like that, not only do I not see a need for an additional prep, I have to wonder if it isn't a part-time job.

Renae Bafus asked if she could make a comment.

Christy Castro stated not now, but you can when they go into recess and they can for you. And, although that may change, but our enrollment has been declining. I don't expect a change, but just from the perspective right now, I don't see the need as an administrator, you know, looking at the schedule. And, that's all I had to say.

Wendy Fredrickson stated so, do you want to recess and confer right now or was there anything else we could talk about before we do that because it's important.

Alison Bohman stated did I get everything.

Crystal Tibbals stated the number of days.

Alison Bohman stated number of days. Yes, thank you. Okay, so we talked about we would be willing to go up to 179 days.

Wendy Fredrickson stated okay.

Alison Bohman stated and, that extra day being January 4<sup>th</sup>. So, we would come back one day before the students to get ready after Christmas break.

Wendy Fredrickson stated second semester start on fresh.

Alison Bohman stated yes, as long as we were paid for that day.

Christy Castro stated so, may I please speak please.

Wendy Fredrickson stated please do, Dr. Castro.

Christy Castro stated so, that's a nice county proposal and what we'll do is during the executive session, is we'll take that with the request for the raise and I do have to ask you something when we take that to talk to the Board and we confer, if you were to prioritize, I asked you last year so I think I know the answer to that, would you prefer the raises over the additional day or is—where would you prioritize the two.

Alison Bohman stated the 3% over the extra day.

Christy Castro stated are you sure about that.

Alison Bohman stated yes, let me think.

Crystal Tibbals stated you have the nicest left-handed handwriting that I've ever seen.

Wendy Fredrickson stated oh, thank you. Actually, it's messy right now, but thank you. Is there anything else before we break to visit again?

Alison Bohman stated I don't think so.

Wendy Fredrickson stated okay. 10 minutes?

Alison Bohman stated sure, that should be plenty.

The teams recessed at 8:00 p.m.

The teams returned to the negotiations table at 8:12 p.m.

Alison Bohman stated okay, so clarification on some of the BPAs stuff. Enrollment has been good in classes. Next year enrollment is down and in at least two classes. And the reason possibly for that is it was not offered to the 8<sup>th</sup> graders this year. It wasn't on their selection list. It was left off not on purpose, but we have a new counselor and so the 8<sup>th</sup> graders didn't even have those classes on the selection list to choose.

Christy Castro stated and this semester I don't know if that was the case, maybe it was the case for them. The numbers last semester, but this semester there wasn't enough enrollment or for some reason there wasn't a free period in addition to the prep for the Business Education teacher position and so, what we did was we had that period help with study skills, you know how we do targeted tutoring, how we're doing response to intervention and for the District as a whole, or the High School as a whole, that was very effective when that came open and that was nice to be able to use that to put the teacher to work in that situation. That's what we would do in any situation where there wasn't the enrollment. If indeed, we had them full-time for the position, we would find something the District needed to be done as a priority, otherwise, we would be looking at that position for anyone if we didn't have a job for them to do. As maybe we don't have a need for the full-time. So, that's what we would look at with any of the positions.

Alison Bohman stated okay. And then I think the only other thing was going back to the extended contract—the 30 day FFA extended contract. As I voiced earlier, I'm very concerned about the 100% of the funding coming from the PTE funds. So, when discussing with the School Board, you know, possibly that discussion could take place.

Wendy Fredrickson stated sure.

Alison Bohman stated would there be district funds to find at least part of it.

Wendy Fredrickson stated sure, okay.

Alison Bohman stated anything else?

Crystal Tibbals state that is all.

Wendy Fredrickson state thank you.

Alison Bohman stated yes, thank you.

Wendy Fredrickson stated and we are going to meet Monday. So, we'll be addressing the salary increase.

Alison Bohman stated perfect. Thank you.

Wendy Fredrickson stated and then the other set of questions too regarding the FFA position.

Alison Bohman stated okay.

Wendy Fredrickson stated we'll be talking about all this good stuff.

Alison Bohman stated okay.

Wendy Fredrickson stated okay.

Meeting adjourned at 8:14 p.m. Next meeting is scheduled for June 30, 2016 at 7:00 p.m.

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Wendy Fredrickson

Date

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Alison Bohman

Date

# **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 7:00 p.m. at the Troy Elementary School Library, 103 Trojan Drive, Troy, ID on Monday, June 6, 2016. The purpose of this meeting is as follows:**

- 1. Negotiations**

**Dated this 1<sup>st</sup> day of June 2016  
Theresa Priebe  
Clerk, Board of Trustees**

NEGOTIATIONS MINUTES  
JUNE 6, 2016  
TROY ELEMENTARY SCHOOL

District Members: Wendy Fredrickson, Negotiator; Dana Hoskins, Christy Castro, Supt.; Theresa Priebe, Clerk

TEA Members: Alison Bohman, Crystal Tibbals

The meeting was called to order at 7:00 p.m.

Wendy Fredrickson called the meeting to order at 7:00 p.m. Wendy Fredrickson welcomed everyone to the 2016-2017 school year negotiations.

Wendy Fredrickson stated that this is the presentation that we like to provide, as a School Board, to you. And please bear with me because as you know this is my first attempt at this and I'm following big shoes to fill with Dana Hoskins. I just wanted to present that and see what you have, what your thoughts are.

Alison Bohman stated that this is our proposal for the School District. Would you like me to read them out loud so that they're on record?

Wendy Fredrickson state I guess we could. We probably should. You go ahead and then I will. So please bear with me on all of this.

Alison Bohman stated so the TEA proposes the following:

- #1. Movement on the salary schedule (steps and lanes)
- #2. Salary increase—that would be 3% on the base. The increase will apply to all employees.
- #3. An extended contract for the FFA advisor – 30 days
- #4. BPA—Extra prep time during the school day to compensate for time and duties beyond the teaching contract that relate to program management. And we have some documentation that goes with that
- #5. Leadership money. This might relate more to this year and I have something on that too. We found something where it says each teacher shall receive no less than \$900 and we received \$850 so what we were saying is the District will cover the additional \$50 per teacher not paid for by the State.
- #6. Dual Credit compensation for teachers--\$300 stipend per course that they teach.

Wendy Fredrickson stated well what the School District then is proposing, as you have a copy in your hand, what we're bringing to the table is: #1 of two items:

- #1. To remove the following from the Master Contract: 7.02 in the Master Contract: Certificated employees shall be contracted for 178 working days (1424 hours) for the school year.
- #2. To remove the supplemental contracts. For example, advisors, coaches, etc from the general salary schedule.

Alison Bohman stated so, can you clarify #2 when it says "remove"? Would that mean they are no longer paid for their advisorships?

Christy Castro stated that they would no longer be paid per their salary. It would just be a stipend determined by the Board.

Wendy Fredrickson stated but that is good clarification.

Christy Castro stated it wouldn't be negotiated. Let's say 3%. If you received a 3%, it wouldn't automatically be applied to the supplemental contract.

Alison Bohman stated and then if you took out the 178 working days, would there be a number of days indicated or would it just be deleted from the contract?

Christy Castro stated that it would be removed and the Board would set the days as they saw fit. Set the number of days they saw fit.

Alison Bohman asked if the group wanted to go talk.

Crystal Tibbals stated yes.

Wendy Fredrickson stated that I have a question for clarification on your proposal. I think we're already there for #3.

Alison Bohman stated we have to go through the negotiations process.

Wendy Fredrickson asked does it?

Christy Castro stated so, right now the PTE person is looking at using PTE funds. Sorry, the FFA person is looking at using PTE funds for their 30 days. He has the funding through the PTE funds that will get him through a few days—few years actually. And if it ever came through the District, it would be something different. It would still have to be approved by the Board to do the PTE money, but that's what he's looking at budgeting. But it wouldn't be the District, it would not be the levy money.

Wendy Fredrickson stated I think now, correct me if I'm wrong, but I think now that we are moving towards the alignment what other school districts are right?

Christy Castro stated I don't know. Each district is different how they fund the number of contracted days. Like Genesee, I spoke with them and Mrs. Moore, or it could have been Mrs. Forsman, I forget. One of the districts uses all PTE funding for the extra days—whatever they can afford through the PTE. Others do it differently—part PTE, part District.

Wendy Fredrickson stated okay.

Christy Castro stated we did  $\frac{3}{4}$  from the District and  $\frac{1}{4}$  from PTE. Don't quote me on the percentage from the past.

Wendy Fredrickson stated okay. I think for the 2016-2017 school year, I think we have it where we are meeting #3 already.

Christy Castro stated well, the PTE funds do.

Wendy Fredrickson stated got it

Christy Castro stated from FFA, but not the district funds.

Wendy Fredrickson stated okay.

Alison Bohman asked what the PTE funds were being used for when they weren't being used to pay an extended contract.

Christy Castro stated part of it was used for extended contract.

Alison Bohman stated right, but not all of it.

Christy Castro stated not all of it. And, there's a lot of stockpile of materials and equipment and they've identified that they are probably not going to need that to stockpile. And, his preference is to go ahead and use the money for a stipend for the extended contract. So, it would be money that is typically used on equipment and materials.

Wendy Fredrickson stated and then before we recess, do we need to see the documentation now?

Alison Bohman stated I have that right here. So, a couple of things I have for you. This is a comparison. These are the districts in Region 2 that have already settled and this is what they brought to the bargaining Table and what they settled at and I thought that might be useful.

Wendy Fredrickson stated that is good. It is very useful. Thank you.

Crystal Tibbals stated that I got an email from Lewiston and they did two steps, but they did not do lanes. That was a correction. I checked my email before we came.

Wendy Fredrickson stated 2.5% on the base.

Alison Bohman stated yes.

Dana Hoskins stated Madam, Lead Negotiator, may I ask a question?

Wendy Fredrickson stated please.

Dana Hoskins asked do we know, for Lewiston, were they already caught up or the two steps was that catching them up to where teachers would be? Do we know if this was a catch up?

Alison Bohman stated I am not going to say for sure because I do not know for sure.

Dana Hoskins stated right.

Alison Bohman stated the one down here, there was something about that, but I don't think it was for Lewiston. Yes, two steps would have been for those who had previously been frozen is how I read it and if they hadn't been frozen, they got one step.

Crystal Tibbals stated and if they were frozen, they got two steps. I get it.

Dana Hoskins stated okay. Right below that I see it.



Wendy Fredrickson state it does make sense.

Alison Bohman stated and then the other item, I have for you and this goes along with #4. This is just documented time from Mrs. Bafus.

Wendy Fredrickson stated oh, perfect.

Alison Bohman stated and you can kinda read through it. Let's see, and this would go along with #6 for the dual credit. This is an example of what the Moscow School District has in their negotiated agreement and how they deal with dual credit compensation.

Wendy Fredrickson stated okay.

Alison Bohman stated and the last thing, this goes with #5. Thank you.

Wendy Fredrickson stated oh, the \$900.

Alison Bohman stated the \$900.

Wendy Fredrickson stated thank you. Awesome. And then, how many, actually you ladies probably know, how many, #6 Dual Credit compensation, how may \$300 are we looking at?

Alison Bohman stated so in discussion today, we determined there are 5 teachers, at least 5 teachers, teaching dual credit classes.

Wendy Fredrickson stated okay, that's helpful.

Alison Bohman stated we will check to see how many periods.

Christy Castro stated that each teacher could be teaching a certain number of dual credit courses. We would have to do some research on that. I've gone over it with Mr. Malm, but didn't store it in my memory.

Wendy Fredrickson stated sure. Okay. So, there would be approximately five teachers, but there could be some that are teaching two.

Alison Bohman stated right.

Wendy Fredrickson stated so then that would be per course.

Christy Castro state per semester.

Wendy Fredrickson stated per semester.

Alison Bohman stated the courses are semester courses.

Wendy Fredrickson stated okay. Do we have any questions from either of us before we recess? Is tonight just a passing and we adjourn or?

Alison Bohman stated it depends. We can recess, we can discuss and come back to the table or we can adjourn and set another meeting date. We done it both ways before.

Wendy Fredrickson stated and I'm gone all next week. I'm out of state. What are you prepared to do? Dr. Castro?

Christy Castro stated whatever you would like to do.

Wendy Fredrickson stated I was just wondering if we would need to research some numbers before we if....

Christy Castro stated I think it would be good to break, talk this over and then come back and if we have any additional information, we can supply, great. If not, then we'll meet and just let you know.

Wendy Fredrickson stated okay. And then....yes, go, please if you want to say something.

Dana Hoskins stated no, no, no. You're doing good, girl. You are doing good.

Wendy Fredrickson stated #2. I do really like the second sentence—The increase will apply to all employees. You know, we're all in this together, we're a team, and let's do it for everybody.

Alison Bohman stated and that was really apparent this particular, this current school year. I've seen all the teamwork and great results, great scores, and teamwork.

Crystal Tibbals stated the Reteach and Enrich block took everyone, every single person.

Dana Hoskins stated amazing what you all did.

Crystal Tibbals stated it was really amazing and we had that time--little bit of collaboration time in the day and we used it. Without it, I don't know if we could have done it without it and because we had to get so many people together, even just for 5<sup>th</sup> and 6<sup>th</sup> grade, there were five between support staff and teachers. These were five groups going for two grade levels. There were five adults that had to have that time to talk in order to get everything organized and the students understanding. It was a pretty powerful thing. It was a pretty powerful thing.

Wendy Fredrickson stated and the results showed. I mean, you should be very proud. You did great things for our kids.

Crystal Tibbals stated it was a very intense year.

Christy Castro stated I have a question now that...you guys were talking, sorry.

Crystal Tibbals stated we're supposed to not be very wordy.

Christy Castro stated okay. #4 The BPA extra prep time during the school day to compensate for time and duties beyond the teaching contract that relate to program management. So, we have the "preps"

worded a certain way in the Master contract, so, am I understanding you would like for that to change to reflect this request in the Master contract?

Alison Bohman stated so, what the teacher was thinking is that instead of perhaps having a class she was teaching during a period, she would have that time to do the prep work instead of going for an extended contract. Use the time during the day to get some of that done.

Wendy Fredrickson stated okay. Is that any clearer for you?

Christy Castro stated I think it would affect the language in the Master contract.

Wendy Fredrickson stated okay.

Christy Castro stated but it would replace extended contract.

Alison Bohman stated correct.

Christy Castro stated there is no extended contract.

Dana Hoskins stated there is not. Or replace the need for one.

Christy Castro stated the light bulb went on.

Crystal Tibbals stated okay.

Wendy Fredrickson stated on #6 do we know what our neighbors are doing for the \$300 stipend for course. Would this kinda bring us into alignment with our neighbors or...

Alison Bohman stated the only one I'm aware of is Moscow and I haven't checked with the other districts.

Crystal Tibbals stated that was \$300 per class AND \$20 per student.

Wendy Fredrickson stated oh wow

Christy Castro stated but you're just requesting the \$300.

Alison Bohman stated yes.

Wendy Fredrickson stated okay. The thing I see that's really positive moving forward with everyone sitting here is that, you know, we all recognize that we are in this together and that, you know, with lots of hard work came in great things, you know, at with 73% passing the levy, you know, I think we're headed back in the right direction of being transparent and being, you know, being good communicators with everyone. I hope, and it's important, to regain the health of the District. I think we're headed in the right direction and we'll keep on doing good things. Any questions?

Christy Castro stated yes, one more. #5 each teacher can receive \$900. You're not asking that we go against the State's mandatory requirements of having a Plan and then the teacher has to meet the Plan? You're just saying create the Plan and that \$900 is available for each teacher to be able to obtain?

Alison Bohman stated well, according to this, maybe I'm using the wrong word there, but according to how this is worded

Christy Castro stated you used the right word—can.

Alison Bohman stated the minimum that, let's see, the individual teachers can receive a Leadership premium was increased from \$850 to \$900.

Christy Castro stated so, we're still the same with the State. We're not...I just want to make sure that we're still on the same track with we have to have a plan and it's accessible but it's just not given out. That's the word, 'can'. Right? We're on the same track there because the State requires we have a Plan.

Alison Bohman stated right.

Christy Castro stated good. Just wanted to clarify that.

Wendy Fredrickson asked anything else.

Christy Castro stated I'm good.

Wendy Fredrickson stated are we good? So, we are not going to recess tonight, so let's set a date. I'm sorry, we'll adjourn tonight, will not just recess and come back. Or, do you want to?

Alison Bohman stated I thought we decided to.

Wendy Fredrickson stated we are. Okay. Let's recess and come back. Let's take, do you recommend 10 or 15 minutes? What do you guys want to do?

Christy Castro stated 15 minutes.

Alison Bohman stated sure 15.

Wendy Fredrickson stated 15 minutes. Okay, so it's 7:25 p.m. so readjourn at 7:50 p.m.

Teams reconvened at negotiations table at 7:48 p.m.

Wendy Fredrickson stated we are back at 7:48 p.m. So, we had a good visit about your proposal and we are going to do a little bit of research. Are there any points of clarification that you ladies have on the two items on the table from the Board or from the school district?

Alison Bohman stated maybe one comment, not a clarification. It's discouraging I think. I feel like instead of a proposal, it's more of what can we take from you is what it feels like when I read it. Um, the getting rid of the number of working days, we need a number in there.

Wendy Fredrickson stated okay.

Alison Bohman stated um, you know and if the number is increased or the hours increased, we need compensation accordingly for that. Um, I'm, you know, removing the supplemental contracts, that leaves no protection for the people involved. Um, you know, the contracts could be gotten rid of and so that, you know is discouraging as well.

Wendy Fredrickson stated okay. I don't believe that the District has any points of clarification for you. We had some good discussion. We're going to go back and do some research on the numbers. Um, and, we're just wondering if June 8, this Wednesday, and I know it's crazy adding to your week, but if Wednesday at 7:00 p.m. is a date that is available to meet and also on Monday, June 20<sup>th</sup>, so that we can come back to the table and get this worked out.

Alison Bohman stated June 8<sup>th</sup> I'm available.

Crystal Tibbals stated I can become available.

(Noted: June 20<sup>th</sup> is not available for all to meet)

Wendy Fredrickson stated see you Wednesday at 7:00 p.m.

Meeting adjourned at 7:54 p.m.

Wendy Fredrickson 6/8/16  
Wendy Fredrickson Date

Alison Bohman 6/8/16  
Alison Bohman Date

# **NOTICE OF SPECIAL MEETING**

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

**NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Board of Trustees of said district has called a special meeting to be held at 6:30 p.m. at the Troy High School Library, 101 Trojan Drive, Troy, ID on Thursday, May 26, 2016. The purpose of this special meeting is as follows:**

- 1. Executive Session, IC 74-206(1)(b)—Superintendent Evaluation**

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

**Dated this 24th day of May 2016  
Theresa Priebe  
Clerk, Board of Trustees**

TROY SCHOOL DISTRICT #287  
BOARD OF TRUSTEES REGULAR MEETING  
Monday, May 9, 2016 – 7:00 p.m.  
Troy High School Library

AGENDA

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' Reports
  - D. Technology Director Report
  - E. Superintendent's Report
  - F. Board Chairman's Comments
6. Action Items
  - A. Approve Kelly Scholarship Recipients
  - B. Approve Hire of Head Football Coach
  - C. Approve Vendor for Virtual Server
  - D. Approve Request for Proposal for Auditor Services
  - E. Approve Lease for Office Copier
  - F. Approve District Insurance – Moreton and Co
  - G. Approve Ramsdale Financial Statement
  - H. Approve Payment for Classes
7. Policy Items
  - A. None
8. Other Business
9. Adjourn

**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES REGULAR MEETING  
MAY 09, 2016 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, Kyle Osborn, David Aiken, Wendy Fredrickson
  - Administrators Present:** Supt. Christy Castro; Brad Malm, Principal; Klaire Vogt, Principal
  - B. **Adopt Agenda:** By unanimous consent, the Agenda was approved as amended. Add Action Items 6.I. Approve Volunteers to Repair Block Retaining Wall at TES; 6.J. Accept Resignation from Jenette Dunworth; 6.K. Superintendent Evaluation. Remove Action Item 6.A Approve Kelly Scholarship Recipients until June meeting.
2. **Education Presentation:** Mr. McFall's class presented the Science Fair projects.
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 of April 11, 2016; Bills paid totaling \$243,265.98;
5. **Information Items:** Budget reports for April 2016 included the ASB financials, Medical Insurance Pool; District financial report for April 2016; Enrollment is at 256; Principals' reports; Thomas Noppe, IT Coordination presented the Request for Proposals for updating the Servers in the District; Superintendent's report included a review of the Draft 2016-17 Budget; Supplemental Levy Election will be held on May 17, 2016 at the Troy Lions Hall; SBAC scores are trickling in; FFA Banquet is May 17<sup>th</sup>; Elementary School Spring Concert is May 25<sup>th</sup>; Senior Projects is May 26<sup>th</sup>; Open Enrollment Advertisement; and update on the Block Wall at the Elementary School. Board Chair had no comments at this time.
6. **Action Items**
  - A. **Approve Kelly Scholarship Recipients:** (Removed from Agenda)
  - B. **Approve Hire of Head Football Coach:** Wendy Fredrickson moved to hire Curtis Blum as Head Football Coach for the 2016 Fall Season. James Fry seconded. All voted aye. Motion carried.
  - C. **Approve Vendor for Virtual Server:** James Fry moved to approve Ednetics' bid of \$39,610.14 to provide the District's virtual server. David Aiken seconded. All voted aye. Motion carried. Tek-Hut from Boise submitted a bid that was not selected.
  - D. **Approve Request for Proposal for Auditor Services:** James Fry moved to approve the Request for Proposal for Auditor Services as presented. Wendy Fredrickson seconded. All voted aye. Motion carried.
  - E. **Approve Lease for Office Copier:** Wendy Fredrickson moved to approve the lease for a new Canon Copier for the District Office. Kyle Osborn seconded. All voted aye. Motion carried.
  - F. **Approve District Insurance—Moreton & Company:** James Fry moved to approve District insurance with Moreton & Company for the 2016-2017 school year at no additional increase. Wendy Fredrickson seconded. All voted aye. Motion carried.
  - G. **Approve Ramsdale Financial Statement:** James Fry moved to approve the Ramsdale Financial Statement for 2015. Wendy Fredrickson seconded. All voted aye. Motion carried. Ramsdale Scholarship Fund started with \$556,251 and has given approximately \$500,000 in scholarships. The balance is currently \$760,751.
  - H. **Approve Payment for Classes:** Wendy Fredrickson moved to approve the payment for Mrs. Vogt's classes to get her Director of Special Education endorsement. Kyle Osborn seconded. All voted aye. Motion carried.
  - I. **Approve Volunteers to Repair Block Retaining Wall at TES:** James Fry moved to approve allowing volunteers to repair the block retaining wall at TES. Kyle Osborn seconded. All voted aye. Motion carried.
  - J. **Accept Resignation from Jenette Dunworth:** James Fry moved to accept the resignation of Jenette Dunworth as THS Math Teacher. Kyle Osborn seconded. All voted aye. Motion carried.
  - K. **Superintendent Evaluation Date:** Wendy Fredrickson moved to schedule the Superintendent Evaluation on May 26, 2016 at 6:00 p.m. at the THS Library. James Fry seconded. All voted aye. Motion carried.
7. **Other Business:** None
8. **Adjourn:** Meeting adjourned at 9:02 p.m.

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Dana Hoskins, Chair

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Christy Castro, Superintendent



# **NOTICE OF COMMUNITY INFORMATIONAL MEETING - SUPPLEMENTAL LEVY**

**TROY SCHOOL DISTRICT NO. 287  
LATAH COUNTY, IDAHO**

**When: Thursday, April 21, 2016 @ 6:30 p.m.**

**Where: Troy HS Library, 101 Trojan Drive, Troy, ID**

**A quorum of the Board of Trustees may be present but no action will be taken. This is an informational meeting for the community only.**

**Dated this 14<sup>th</sup> day of April 2016  
Theresa Priebe  
Clerk, Board of Trustees**

TROY SCHOOL DISTRICT #287  
BOARD OF TRUSTEES REGULAR MEETING  
Monday, April 11, 2016 – 7:00 p.m.  
Troy High School Library

AGENDA

1. Call to Order
  - a. Attendance
  - b. Adopt Agenda
2. Amended Budget Hearing
3. Public Comments
4. Approve Consent Agenda
  - a. Minutes – *See Action Item 6g*
  - 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' Reports
  - d. Technology Director's Report
  - e. Superintendent's Report
  - f. Board Chairman's Comments
6. Action Items
  - a. Approve Amended 2015-16 Budget
  - b. Approve Date for Fiscal Year 2016-17 Budget Hearing
  - c. Approve Date for 2016-17 Budget Preparation
  - d. Approve Out of State Travel for BPA
  - e. Approve the Mass Mailing of the Supplemental Levy Informational Pamphlet
  - f. Approve Kelly Scholarship Award Recommendations
  - g. Approve Amending Minutes from March 14 Board Meeting to Reflect Principals' Contracts are Issued from August 1 to July 31 Annually.
  - h. Appoint Board Negotiators
7. Policy Items
  - a. None
8. Other Business
9. Adjourn

**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES REGULAR MEETING  
APRIL 11, 2016 7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the Regular Meeting to order at 7:05 p.m.
  - A. **Members Present:** Dana Hoskins, James Fry, Kyle Osborn, David Aiken, Wendy Fredrickson
  - Administrators Present:** Supt. Christy Castro; Brad Malm, Principal; Klaire Vogt, Principal
  - B. **Adopt Agenda:** By unanimous consent, the Agenda was approved as amended. Remove Item 6.G. and include Approving the Minutes in the Consent Agenda.
2. **Amended Budget Hearing:** Supt. Christy Castro presented the amended FY15-16 Budget to the Board of Trustees.
3. **Public Comments:** None
4. **Approve Consent Agenda:** Wendy Fredrickson moved to direct Clerk of the Board Theresa Priebe to remove the date from the motion that was made at the March 2016 Regular Meeting when approving the Principal contracts (Action Item 6.G). James Fry seconded. All voted ay. Motion carried. By unanimous consent, the Consent Agenda was approved. Items approved: Regular Meeting minutes of March 13, 2016 with the removal of the date in Action Item 6G; Bills paid totaling \$242,096.52; Resignation of Rob Bafus as Head Football Coach; and, 2016-17 Troy JH-HS Student Handbook and 2016-17 Elementary Handbook.
5. **Information Items:** Budget reports for March 2016 included the ASB financials, Medical Insurance Pool; District financial report for March 2016; Enrollment is at 255; Principals' reports; Superintendent's report included Post-Legislative Tour Meeting will be held on April 19<sup>th</sup> in Lewiston and both principals and business manager will attend also; Will recommend to the Board of Trustees approval for the Supplemental Levy flyer to be mailed out to all boxholders; the Special Education File reviews have been conducted and our files are in good shape with minimal corrections; Drivers Education will begin in the middle of May; Law Conference is April 25-26 in Boise; Report on the damage to the Bus Garage after a bus backed into the side of the building. Board Chair had no comments at this time.
6. **Action Items**
  - A. **Approve Amended Budget:** David Aiken moved to approve the amended budget for FY2015-16. James Fry seconded. All voted aye. Motion carried.
  - B. **Approve Date for Fiscal Year 2016-17 Budget Hearing:** James Fry moved to schedule the Fiscal Year 2016-17 Budget Hearing for June 13, 2016 at 7:00 p.m. David Aiken seconded. All voted aye. Motion carried.
  - C. **Approve Date for 2016-17 Budget Preparation:** Wendy Fredrickson moved to request that Dr. Christy Castro present a draft of the 2016-17 budget to the May 2016 School Board meeting for review and discussion. Kyle Osborn seconded. All voted aye. Motion carried.
  - D. **Approve Out of State Travel for BPA:** James Fry moved to approve BPA out of state travel May 5-9, 2016 to Boston, MA. Wendy Fredrickson seconded. All voted aye. Motion carried.
  - E. **Approve the Mass Mailing of the Supplemental Levy Information Pamphlet:** Wendy Fredrickson moved to approve the mass mailing of the Supplemental Levy Information Pamphlet to all Troy residents as presented with the inclusion of current conversation to include changes. James Fry seconded. All voted aye. Motion carried.
  - F. **Approve Kelly Scholarship Award Recommendations:** David Aiken moved to table Item 6F. Kyle Osborn seconded. All voted aye. Motion carried.
  - G. **Appoint Board Negotiators:** James Fry moved to appoint Wendy Fredrickson as lead negotiator for the 2016-17 school year. Kyle Osborn seconded. All voted aye. Motion carried. Dana Hoskins will participate in negotiations also.
7. **Other Business:** Wendy Fredrickson asked if the District had received any snow removal bids to date; if Mr. Stoner was instructing Drivers Ed this school year; and to discuss the TES Principal contract. Supt. Christy Castro stated that one snow removal bid had been received; that Mr. Stoner would be instructing Drivers Ed again this year; and, the Elementary Principal contract was a recommendation of the Board from a year ago.
8. **Adjourn:** Meeting adjourned at 8:38 p.m.

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Dana Hoskins, Chair

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Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287  
BOARD OF TRUSTEES REGULAR MEETING  
Monday, March 14, 2016  
7:00 p.m. Troy High School Library

AGENDA

1. Call to Order
  - A. Attendance
  - B. Adopt Agenda
2. Education Presentation (7:45 p.m. approx.)
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' Reports
  - D. Technology Report
  - E. Superintendent's Report
  - F. Board Chairman's Comments
6. Action Items
  - A. Appoint Board Negotiators
  - B. Approve Disaster Site for Red Cross
  - C. Approve Three Year Financial Plan
  - D. Set Supplemental Levy Amount/ Approve Supplemental Levy Election Resolution
  - E. Approve 2016-17 School Calendar
  - F. Approve School Board Training
  - G. Approve Principal Contracts
  - H. Approve Advertisement for Snow Removal Bids
  - I. Approve Head Coaches for Spring Sports
  - J. Approve Emergency School Closure Date
  - K. Approve Kelly Scholarship Amount
  - L. Approve the Opening and Advertising of Certified Positions
  - M. Approve Request for Proposal
7. Other Business
8. Adjourn

**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES REGULAR MEETING  
MARCH 14, 2016 7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the Regular Meeting to order at 7:03 p.m.
  - A. **Members Present:** Dana Hoskins, James Fry, Kyle Osborn, David Aiken, Wendy Fredrickson
  - Administrators Present:** Supt. Christy Castro; Brad Malm, Principal; Klaire Vogt, Principal
  - B. **Adopt Agenda:** By unanimous consent, the Agenda was approved as amended. Amend Item 6.M. to read: Approve Request for Technology Proposal. Add Item 6.N. – Approve Certified New Hires for 2016-17 School Year.
2. **Education Presentation:** Emily Raasch and the Jazz Band performed at 7:45 p.m.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Meeting minutes of January 11, 2016; Regular Minutes of February 8, 2016; Special Meeting minutes of February 11, 2016. Noted that there was not a quorum present for the February 8 & 11, 2016 meetings; Bills paid totaling \$232,292.45 for February 2016 and \$243,453.29 for March 2016; and Hire Spring Sports Assistant Coaches and Volunteers: Track-Deb Blazzard & Jessica Renfrow with volunteer Will Seegmiller; Softball-Kym Fredrickson & Stephani Linderman with volunteer Matt Doumit; and Baseball-Steve Mattoon with volunteer Rusty Goble.
5. **Information Items:** Budget reports for January 2016 and February 2016 included the ASB financials, Medical Insurance Pool; District financial report for February 2016; Enrollment is at 255; Principals' reports; Technology report included an overview of the Request for Proposal for Server Upgrades; Superintendent's Report included notice that the Supplemental Levy Resolution had to be submitted to Latah County the morning of March 15; an Amended 2015-2016 Budget Hearing at the April 11, 2016 Board Meeting; final payment for 2001 Bond was made on 01/27/16 and Zions Bank will issue a Destruction Certificate; Elementary Teachers and Principals now have Newsletters on the District Website; and an update on the expiration dates for the Superintendent Contract and Special Education Director Contract. Board Chair had no comments at this time.
6. **Action Items**
  - A. **Appoint Board Negotiators:** James Fry, David Aiken, and Dana Hoskins. Dr. Castro will get legal opinion of lifetime NEA member conducting Board negotiations and participating in Board negotiations.
  - B. **Approve Disaster Site for Red Cross:** James Fry moved to approve Troy Jr-Sr High School as the Red Cross Disaster Site for Troy. Wendy Fredrickson seconded. All voted aye. Motion carried.
  - C. **Approve Three Year Financial Plan:** James Fry moved to approve the Three Year Financial Plan with the addition of Technology upgrade included in Section 5 of the Plan for Troy School District as presented. David Aiken seconded. All voted aye. Motion carried.
  - D. **Set Supplemental Levy Amount/Approve Supplemental Levy Resolution:** James Fry moved to the Supplement Levy Resolution of \$995,000. Wendy Fredrickson seconded. All voted aye. Motion carried.
  - E. **Approve 2016-17 School Calendar:** Wendy Fredrickson moved to approve the 2016-2017 School Calendar as presented. James Fry seconded. 4 voted aye; 1 voted nay. Motion carried.
  - F. **Approve School Board Training:** Wendy Fredrickson moved to participate in Standard 1 and Standard 5 for School Board training. Kyle Osborn seconded. Dr. Castro will inquire about adding Legislative Information and Interest Based Bargaining to the trainings. All voted aye. Motion carried.
  - G. **Approve Principal Contracts:** Wendy Fredrickson moved to approve a two year principal contract for Mr. Brad Malm. James Fry seconded. 4 voted aye; 1 voted nay. Motion carried. Wendy Fredrickson moved to approve year to year contract with Mrs. Klaire Vogt. James Fry seconded. All voted aye. Motion carried. Due to declining enrollment, Dr. Castro recommended the two year contract for Mr. Brad Malm for continuity, experience and certification reasons. Dr. Castro recommended a one year or year to year contract for Mrs. Klaire Vogt. It is in the best interest of the District that Mrs. Vogt work towards getting her Special Education Director certification. Both recommendations would provide possible future combination of administrative positions.
  - H. **Approve Advertisement for Snow Removal Bids:** James Fry moved to approve advertising for bids for the snow removal for Troy School District. David Aiken seconded. All vote aye. Motion carried.
  - I. **Approve Head Coaches for 2016 Spring Sports:** James Fry moved to approve the hiring of Head Coaches as presented for the 2016 Spring Sports. Kyle Osborn seconded. All voted aye. Motion carried. Baseball-Gregg McCoy; Softball-Steven Corr; and Track-Ed Coulter.
  - J. **Approve Emergency School Closure Date:** Wendy Fredrickson moved to approve the emergency school closure date of 01/21/2016 due to a power outage. James Fry seconded. All voted aye. Motion carried.

- K. Approve Kelly Scholarship Amount:** Kyle Osborn moved to approve the Kelly Scholarship award amount of 4% (\$3,800) for scholarship applicants. Wendy Fredrickson seconded. All voted aye. Motion carried.
  - L. Approve Opening and Advertising of Certified Positions:** James Fry moved to approve, retroactive 02/08/2016, opening, advertising and interviewing for the positions presented: 1.0 FTE Agriculture Teacher; 1.0 FTE Counseling Position; .5 FTE Music Teacher; and 1.0 FTE Kindergarten Teacher. David Aiken seconded. All voted aye. Motion carried. Noted that Dr. Castro would have amended the February 2016 Agenda to include approval for opening and advertising of the certified positions, but there was no meeting due to lack of quorum.
  - M. Approve Request for Technology Proposal:** Wendy Fredrickson moved to approve the advertisement of the Technology Request for Proposal for new servers. James Fry seconded. 4 voted aye; 1 recused due to conflict of interest. Motion carried.
  - N. Approve Certified New Hires for 2016-17 School Year:** Wendy Fredrickson moved to hire Jessica Renfrow at 1.0 FTE Kindergarten Teacher and Sam Hoffman at 1.0 Agriculture Education Teacher. Kyle Osborn seconded. All voted aye. Motion carried.
- 7. Other Business:** None
  - 8. Adjourn:** Meeting adjourned at 8:58 p.m.

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Dana Hoskins, Chair

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Theresa Priebe, Clerk

# **NOTICE OF BOARD WORKSHOP**

## **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 meeting for a Board workshop to be held at 7:00 p.m. at the Troy High School Library, 101 Trojan Drive, Troy, ID on Thursday, February 25, 2016. The purpose of this workshop is as follows:**

### **1. Financial Planning Workshop**

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

**Dated this 19<sup>th</sup> day of February 2016  
Theresa Priebe  
Clerk, Board of Trustees**

# No Quorum Present

## NOTICE OF SPECIAL MEETING

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

**NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Board of Trustees of said district has called a special meeting to be held at 7:00 p.m. at the Troy High School Library, 101 Trojan Drive, Troy, ID on Thursday, February 11, 2016. The purpose of this special meeting is as follows:**

- 1. Approve Emergency School Closure Date 01-21-16 Due to Power Outage**
- 2. Approve Spring Sports Head Coaches**
- 3. Executive Session – IC 74-206 (1)(b) – Superintendent Evaluation**

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

**Dated this 9<sup>th</sup> day of February 2016**

**Theresa Priebe**

**Clerk, Board of Trustees**



# No Quorum Present

TROY SCHOOL DISTRICT 287  
BOARD OF TRUSTEES REGULAR MEETING  
Monday, February 8, 2016 – 7:00 p.m.  
Troy High School Library

## AGENDA

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' Reports
  - D. Superintendent's Report
  - E. Board Chairman's Comments
6. Action Items
  - A. Approve Head Coaches
  - B. Approve Emergency School Closure Date
  - C. Approve Kelly Scholarship Amount
  - D. Set Date for School Board Finance Committee Meeting
7. Policy Items
  - A. Readings/Approvals: None
8. Other Business
9. Adjourn

TROY SCHOOL DISTRICT #287  
BOARD OF TRUSTEES REGULAR MEETING  
Monday, January 11, 2016 – 7:00 p.m.  
Troy High School Library

AGENDA

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. Technology Report
  - D. Principals' Reports
  - E. Superintendent's Report
  - F. Board Chairman's Comments
6. Action Items
  - A. Set Date for Superintendent Evaluation
  - B. Approve Donation (\$500 from Karen and Jacob Rajala for wrestling program)
  - C. Approve School Cancellation Due to Weather Conditions
  - D. Approve Calendar Survey
  - E. Approve Hiring Jr. High Girls Basketball Coach
7. Policy Items
  - A. 2<sup>nd</sup> Reading/Approval 3010 Open Enrollment
8. Other Business
9. Adjourn

**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES REGULAR MEETING  
JANUARY 11, 2016 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, Kyle Osborn, David Aiken
  - Administrators Present:** Supt. Christy Castro; Brad Malm, Principal; Klaire Vogt, Principal
  - B. **Adopt Agenda:** By unanimous consent, the Agenda was approved.
2. **Education Presentation:** Mr. Pat Cummings, with Northwestern Mutual, gave a presentation on the Ramsdale Scholarship Fund Investment Account. In 1996, a gift of \$501,549 was received from Mr. Ed Ramsdale's Estate. Total amount of scholarship awards given from 1997 – 2014 was \$476,034. The ending balance of the account at December 31, 2015 was \$755,412. Mr. Cummings also provided and presented a snapshot of the Portfolio Analysis. Dr. Castro summarized by thanking Mr. Cummings for presenting and noted that she invited Mr. Cummings to present for the purpose of documentation in the board meeting minutes the details of the donation and the sole purpose and availability of these funds are for scholarships only.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Meeting minutes of December 14, 2015 and Bills paid totaling \$226,801.51
5. **Information Items:** Budget reports included the ASB financials, Medical Insurance Pool report for December 2015; District financial report for December 2015; Ed Ramsdale Investment quarterly report ending December 31, 2015; Kelly Scholarship Investment quarterly report ending December 31, 2015; Enrollment is at 261; Principals' reports; A 2015 Executive Summary Review by Idaho State Accreditation Council giving the District schools "Excellent" marks in all areas was part of Mr. Malm's report; Superintendent's Report included a notice of Day on the Hill scheduled for February 15 & 16, 2016; Calendar Committee will meet to discuss results of survey if survey is approved by the Board; No major issues during Winter Break; a notice that a board finance workshop to be scheduled at end of February; and notice of Levy Budget Committee meeting at end of February and March. Board Chair had no comments at this time.
6. **Action Items**
  - A. **Set Date for Superintendent Evaluation:** James Fry moved to set February 11, 2016 at 7:00 p.m. to start Superintendent Evaluation. Kyle Osborn seconded. All voted aye. Motion carried.
  - B. **Approve Donation (\$500 from Karen and Jacob Rajala for Wrestling Program):** James Fry moved to accept the \$500 donation from Karen and Jacob Rajala for the TJHS wrestling program. Kyle Osborn seconded. Motion carried.
  - C. **Approve School Cancellation Due to Weather Conditions:** Kyle Osborn moved to approve the cancellation of school due to weather conditions on December 16, 2015. James Fry seconded. All voted aye. Motion carried.
  - D. **Approve Calendar Survey:** James Fry moved to approve a survey to be distributed to parents and school personnel for the purpose of building the school calendar for 2016-17. David Aiken seconded. All voted aye. Motion carried.
  - E. **Approve Hiring Jr. High Girls Basketball Coach:** James Fry moved to hire Heather Bailey as the Jr. High girls' basketball coach for the 2016 season. David Aiken seconded. All voted aye. Motion carried.
7. **Policy Items:**
  - A. **2<sup>nd</sup> Reading/Approval:** James Fry moved to approve amended Policy 3010—Open Enrollment—Ineligible Students section as presented. David Aiken seconded. All voted aye. Motion carried.
8. **Other Business:** None
9. **Adjourn:** Meeting adjourned at 7:45 p.m.

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Dana Hoskins, Chair

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Theresa Priebe, Clerk

# **NOTICE OF BOARD WORKSHOP**

## **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 meeting for a Board workshop to be held at 7:00 p.m. at the Troy High School Library, 101 Trojan Drive, Troy, ID on Tuesday, December 15, 2015. The purpose of this special meeting is as follows:**

### **1. Financial Planning Workshop**

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

**Dated this 14<sup>th</sup> day of December 2015  
Theresa Priebe  
Clerk, Board of Trustees**

TROY SCHOOL DISTRICT #287  
BOARD OF TRUSTEES REGULAR MEETING  
Monday, December 14, 2015 – 7:00 p.m.  
Troy High School Library

AGENDA

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' Reports
  - D. Technology Report
  - E. Superintendent's Report
  - F. Board Chairman's Comments
6. Action Items
  - A. Set Supplemental Levy Election Date
  - B. Ratify Negotiated Agreement
7. Policy
  - A. Approve- 3280 Equal Education  
3295 Bullying Reporting  
5120 Nondiscrimination  
5265 Bullying  
3380 Extracurricular Participation  
Revised 1500 Executive Session
  - B. 1st Reading- Revised 3010 Open Enrollment
8. Executive Session
  - A. IC 74-206 (1)(j)Negotiations
9. Other Business
10. Adjourn

**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES REGULAR MEETING  
DECEMBER 14, 2015 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, James Fry, Kyle Osborn, Wendy Fredrickson
  - Administrators Present:** Supt. Christy Castro; Brad Malm, Principal; Klaire Vogt, Principal
  - B. **Adopt Agenda:** Amend Consent Agenda to add New Hires: Lathen Sonnenberg .5 FTE Custodian and .5 FTE Maintenance; Mike Seevers .48 FTE Custodian. By unanimous consent, the Agenda is approved as amended.
2. **Education Presentation:** 1) Music presentation by Mrs. Stoner's Choir students. 2) Video presentation of Beyond Textbooks teacher collaboration.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved as amended. Items approved: Regular Meeting minutes of November 9, 2015; Bills paid totaling \$259,176.05; the hiring of Lathen Sonnenberg as .5 FTE Custodian/.5 FTE Maintenance and Mike Seevers as .48 FTE Custodian.
5. **Information Items:** Dr. Castro reported that the Ramsdale Scholarship Committee met on December 11, 2015 and the overall discussion was that there is approximately \$744,000 in the Scholarship Fund. Twenty-two seniors have applied for scholarships this year. Last year, twenty-six seniors applied for the scholarship and received \$1,170 each for their post-secondary education. The amount of the award for the 2016 graduates has not yet been determined and will be calculated at the spring meeting. One of the topics of discussion at the Ramsdale meeting was that there were rumors that the District was hiding one million dollars, but it was the Ramsdale Scholarship Fund money and that was disclosed at the meetings last year. Budget reports included the ASB financials, Medical Insurance Pool report for November 2015; District financial report for November 2015; Enrollment is at 261; Principals' reports; Superintendent's Report included a report on the Galileo training; a report on the Special Education conference on Intensive Behavior Management Training; a reminder of the meeting scheduled for December 15<sup>th</sup> with the Finance Committee; a brief overview of the Budget History of Revenue and Expenditures; a recommendation of a Fund Balance due to declining enrollment and retaining staff and the needs of the District. Board Chair had no comments at this time. James Fry reported on the ISBA Convention panel group he participated in regarding guns on campus.
6. **Action Items**
  - A. **Set Supplemental Levy Election Date:** Wendy Fredrickson moved to approve setting the Supplemental Levy election date for May 17, 2016. James Fry seconded. All voted aye. Motion carried.
  - B. **Ratify Negotiated Agreement:** James Fry moved to ratify the 2015-2016 Negotiated Agreement. Wendy Fredrickson seconded. 3 voted aye. Kyle Osborn abstained. Motion carried. TEA ratified the Agreement on December 8, 2015 with 10 aye 0 nay 0 abstained. Items agreed on were movement on the Salary Schedule (Steps and Lanes) and adding six minutes to Teacher's instruction and not their day.
7. **Policy Items:**
  - A. **2<sup>nd</sup> Reading/Approval:** Wendy Fredrickson moved to approve new Policy 3280—Equal Education, Policy 3295—Bullying Reporting, Policy 5120—Nondiscrimination, Policy 5265—Bullying, Policy 3380—Extracurricular Participation and revised Policy 1500--Executive Session section. James Fry seconded. All voted aye. Motion carried.
  - B. **1<sup>st</sup> Reading:** Policy 3010—Open Enrollment
8. **Executive Session—IC 74-206(1)(j) Negotiations:** No Executive Session because TEA and District settled after the Agenda was posted.
9. **Other Business:** None
10. **Adjourn:** Meeting adjourned at 8:16 p.m.

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Dana Hoskins, Chair

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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 7:00 p.m. at the Troy Elementary School Library, 103 Trojan Drive, Troy, ID on Wednesday, December 9, 2015. The purpose of this meeting is as follows:**

- 1. Negotiations**

**Dated this 4th day of December 2015  
Theresa Priebe  
Clerk, Board of Trustees**

NEGOTIATIONS MINUTES  
DECEMBER 9, 2015  
TROY ELEMENTARY SCHOOL

District Members: Dana Hoskins, Negotiator; Wendy Fredrickson, Christy Castro, Supt.; Theresa Priebe, Clerk

TEA Members: Alison Bohman, Crystal Tibbals

The meeting was called to order at 7:07 p.m.

Dana Hoskins asked Alison Bohman if she found anything on the negotiation minutes from October 15, 2015 that she felt needed to be changed.

Alison Bohman stated that she did not.

Dana Hoskins stated that she didn't either and the minutes were approved by both the District and TEA negotiating teams.

Dana Hoskins stated that she was going to recap where she thought we were at. Dana Hoskins asked Alison Bohman to let her know if she was way off base here. Dana Hoskins stated that she felt like we're down to two items: Movement on the salary schedule and then adding *"The school day shall be no more than 6 hours and 6 minutes of the assigned classroom time"*. So, one from yours and one from ours. Does that sound right to you?

Alison Bohman asked if we're still discussing the 1% salary increase.

Dana Hoskins stated that from the District's perspective, we're going to be able to do one or the other. I know that you had indicated that the #1 priority was the movement on the salary schedule. Is that still...

Alison Bohman stated yes.

Dana Hoskins stated that financially that is what we're able to do.

Alison Bohman stated okay.

Dana Hoskins stated that you can refute, rebut, whatever.

Alison Bohman stated that I was just going to say that you know in the financial meetings we talked briefly about the difference with the staff we have currently this year verses what we had last year and the savings to the District on that and there was about a \$40,000 difference, I believe is what Theresa said. That's the number I remember. And, just at our last negotiations we talked about how much it would cost the District for movement and then how much for a 1% and I think it was like \$20,000 for one, \$17,000 for the other and in looking at that, I mean, could the money from just the difference in the staff payments be used for, perhaps, both of those things?

Dana Hoskins stated that we looked at that and here is what we're running up against and we already have it coming at us. There was a report that was just put out for the tax base levies for the State of Idaho and we are one of the top three. There is Kellogg/Wallace, Kendrick and us. And, we already



heard it from our patrons, “Why? Why are we so high?” So, we’re stepping back and looking at the fact that we do need to reduce that. We need to get more in line with the districts around us because we’re being questioned on it already. So, we are comfortable with doing one or the other and if you guys wanted to switch that and do the 1% versus the salary schedule movement, we’re looking at you and we’re saying we can probably justify one or the other. But, when it comes to answering to our patrons this next levy, we’re going to have to really—we’re already starting to detail why we’re where we’re at and how/what our process is going to look like to become more in line with the districts around us. And I know Kendrick is on the same page. And, I don’t know about, and it is Wallace who is the #1. We’re, I think, the #2 and Kendrick is the #3. So, that is where we’re at. We’d like to do both, but we feel right now, we’re just going to have to say, “One or the other.” And, it’s up to you guys.

Alison Bohman stated that I know as a union, we met and agreed that movement is what the members wanted.

Dana Hoskins stated okay. Alrighty. Not that we can’t bring this back for next year. We’re going to need to continue to hold a lot of conversations with our patrons, get them re-educated. We’re going to start that process right away and try to get them on board again the best we can. So discussion on the 6 hours and 6 minutes. Were there any issues with that?

Alison Bohman stated so, with clarification again. I did talk with one of our members who is a high school teacher. I was asking how many people would fall into that category and what we came up with is their class periods are roughly around 50 minutes long. So, even if they were teaching six periods and a Reteach, I still don’t know if anyone is over the 6 hours. Does that make sense?

Dana Hoskins stated so...

Supt. Christy Castro stated that by our calculations, they were because they give their minutes to us at the District Office.

Theresa Priebe stated that we have to go through all the schedules and the State Calendar says 6 hours 6 minutes.

Alison Bohman stated okay.

Dana Hoskins asked if there was going to be any kind of an issue with that?

Alison Bohman stated that we just wanted to clarify that there were people in that.

Dana Hoskins stated okay. But you’re fine with it then otherwise?

Alison Bohman stated sure. We’ll have to take it back to our members.

Dana Hoskins stated okay. And, again, then the priority is still movement on the salary schedule?

Alison Bohman stated yes.

Dana Hoskins asked if there was anything else that we needed to talk about other than you’re going to take this back to your group and just confirm that’s okay.

Alison Bohman stated I don't even think we need to do that. I think we're fine.

Dana Hoskins stated okay. Is there anything else we need to talk about?

Alison Bohman asked Crystal Tibbals if she was forgetting something.

Crystal Tibbals stated I don't think so.

Alison Bohman stated I don't think so either.

Dana Hoskins stated I think we, and if you're good, this is the #1 priority, this is what we'll put out on the table: Movement on the salary schedule and then we'll just get confirmation on 6 hours and 6 minutes.

Alison Bohman had just a question. One of the items we talked about was meetings—to meet and discuss. We did establish that through the finance meetings. Do we need to keep that in there? Is that part of the agreement that we've talked about in negotiations or does that come under a separate category?

Dana Hoskins stated that it's established as a policy actually. We're going to create a policy.

Supt. Christy Castro stated practice, not a policy.

Dana Hoskins stated oh, a practice. I wrote policy. I'll write practice here. Yes, because that's what would be the goal of everybody. So, that was really good. So, I think our next step would be then to have you take that back to your team to see if they're in agreement and let us know and we'll move forward from there. Does anybody else have any other business that needs to be brought before this?

Alison Bohman stated no.

Dana Hoskins stated okay. We'll dismiss.

Meeting dismissed at 7:17 p.m.

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Dana Hoskins

Date

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Alison Bohman

Date

## **Notice of Quorum of Board in Attendance At ISBA Convention**

**NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that a majority of the Troy School Board Trustees will be present and in attendance at the ISBA Convention.**

**Date: NOVEMBER 11 – 13, 2015**

**Location: COEUR D'ALENE RESORT, COEUR D'ALENE, IDAHO**

**Time: NOVEMBER 11, 2015 8:00 AM – 8:00 PM  
NOVEMBER 12, 2015 7:00 AM – 8:30 PM  
NOVEMBER 13, 2015 7:00 AM - NOON**

**No Business of the Board is scheduled or will be occurring.  
A copy of the event agenda has been posted herewith.**

**This Notice fulfills the Idaho State Code requirements for public meeting notices (Title 74, Chapter 2).**

**Dated this 4<sup>th</sup> day of November 2015  
Theresa Priebe  
Clerk, Board of Trustees**



*Stronger Together...Forward Together*

## 2015 ISBA Annual Convention Agenda At A Glance

### WEDNESDAY, NOVEMBER 11

|                    |  |                         |
|--------------------|--|-------------------------|
| 8:00 am – 5:00 pm  | Registration Open  | Convention Center Lobby |
| 9:00 am – 12:00 pm | Early Bird Workshops   | Various Rooms           |
| 12:00 pm – 1:00 pm | Lunch on Your Own  |                         |
| 1:15 pm – 2:30 pm  | Workshop Session 1   | Workshop Rooms          |
| 2:45 pm – 4:00 pm  | Workshop Session 2   | Workshop Rooms          |
| 4:15 pm – 5:30 pm  | Workshop Session 3   | Workshop Rooms          |
| 5:45 pm – 7:45 pm  | Opening Ceremonies /<br>1st General Session with Dinner<br>Keynote: John-Michael Keyes | Bays 4-6                |
| 7:45 pm            | Region 9 Charter School Meeting  | Casco Bay Room          |

### THURSDAY, NOVEMBER 12

|                    |  |                         |
|--------------------|--|-------------------------|
| 7:00 am – 4:00 pm  | Registration Open  | Convention Center Lobby |
| 7:30 am – 8:00 am  | Breakfast Buffet & Student Entertainment                                     | Convention Center Lobby |
| 8:00 am – 9:45 am  | 2nd General Session<br>Keynote: President Chuck Staben - University of Idaho | Bays 4-6                |
| 9:45 am – 11:00 am | Workshop Session 4   | Workshop Rooms          |
| 11:15 am – 2:15 pm | Exhibit Show   | Bays 1-3                |
| 11:30 am – 1:30 pm | Exhibit Show Luncheon  | Bays 1-3                |
| 11:30 am – 2:00 pm | Region Meetings  | Workshop Rooms          |
| 2:30 pm – 3:45 pm  | Workshop Session 5   | Workshop Rooms          |
| 4:00 pm – 5:15 pm  | Workshop Session 6   | Workshop Rooms          |
| 5:30 pm – 6:30 pm  | Scholarship Auction  | Bays 4-6                |
| 6:15 pm – 7:15 pm  | IASA General Meeting (superintendents/administrators)                        | Casco Bay Room          |
| 6:30 pm – 7:00 pm  | Networking Time  | Convention Center Lobby |
| 7:00 pm – 8:30 pm  | Awards Banquet with Dinner   | Bays 1-3                |

### FRIDAY, NOVEMBER 13

|  |  |                         |
|--|--|-------------------------|
| 7:00 am – 8:15 am                                  | Registration Open                        | Convention Center Lobby |
| 7:15 am – 8:00 am                                  | Breakfast Buffet & Student Entertainment | Convention Center Lobby |
| 8:00 am – 9:30 am                                  | 3rd General Session<br>State of the ISBA | Bays 1-3                |
| 9:30 am – Conclusion<br>(estimate Noon)            | Business Session<br>Lunch Provided       | Bays 4-6                |
| <b>School Spirit Day - Wear Your School Colors</b> |  |                         |

updated: 9/9/15

TROY SCHOOL DISTRICT #287  
BOARD OF TRUSTEES REGULAR MEETING  
Troy High School Library  
Monday November 9, 2015  
7:00 p.m.

AGENDA

1. Call to Order
  - a. Attendance
  - b. Adopt Agenda
2. Education Presentation
3. Public Comments
4. Approve Consent
  - a. Agenda Minutes
  - b. Bill Payments
  - c. Classified Personnel Actions
  - d. Items to be Disposed
5. Information Items
  - a. Budget Reports
  - b. Enrollment Report
  - c. Principals' Reports
  - d. Technology Report
  - e. Superintendent's Report
  - f. Board Chairman's Comments
6. Action Items
  - a. To Approve Closing Checking Account for Food Service Meal Charges.
  - b. To Approve Contract with Ednetics
7. Policy Items
  - a. First Reading – Revise 3280 Equal Education  
Revise 3295 Bullying Reporting  
Revise 3380 Extracurricular Participation  
Revise 5120 nondiscrimination  
5265 Bullying
8. Other Business
9. Adjourn

**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES REGULAR MEETING  
NOVEMBER 9, 2015 7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the Regular Meeting to order at 7:03 p.m.
  - A. **Members Present:** Dana Hoskins, David Aiken, Wendy Fredrickson
  - Administrators Present:** Brad Malm, Principal; Klaire Vogt, Principal; Theresa Priebe, Clerk
  - B. **Adopt Agenda:** Changes to the Agenda: Table Education Presentation and table Action Item 6A until next regular meeting. By unanimous consent, the Agenda is approved.
2. **Education Presentation:** Tabled
3. **Public Comments:** None
4. **Approve Consent Agenda:** Wendy Fredrickson moved to approve the Consent Agenda as presented. David Aiken seconded. All voted aye. Motion carried. Items approved: Regular Meeting minutes of October 12, 2015; Bills paid totaling \$254,914.55; Resignation from Danica Larson to coach basketball and track for the 2015-2016 school year; and, the disposal of the Alpha Smart computers at the Elementary School.
5. **Information Items:** Budget reports included the ASB financials, Medical Insurance Pool report for October 2015; District financial report for October 2015; Enrollment is at 257 with two more students enrolling next week; Principals' reports; Technology report by Thomas Noppe included confirmation that Erate has approved reimbursing 70% of the Category 2 items which includes the Ednetics contract for the 2015-2016 school year; the ISP cutover is completed; reported that there was a virtual backup corruption due to power outage and Ednetics recovered the information. Superintendent's Report included an update from the State Dept of Education that a waiver was granted not to require 9<sup>th</sup> grade students to take the SBAC test for a graduation requirement. The waiver is good for one year. The 9<sup>th</sup> grade class will be given the test this year per Principal Brad Malm; B&F, located in Lewiston, has been contacted to provide a quote in the duct cleaning at the schools; the District is still without a maintenance person and there will be interviews; the District had a visit from the US Environmental Agency to inquire about the use of asbestos in our student occupied buildings and Design West sent a letter confirming that no asbestos material was used in the construction of the buildings; a date needs to be set for another Financial Planning workshop; ISBA resolutions are provided in the Supplemental Materials in the back of the agenda packet; and an example of a patron's tax bill was provided to show what the levy rate was for the Troy School District and to let the Board and patrons know where to look on their tax bill. According to the Latah County Tax Collector, the taxes for 2015 will increase, but the increase will be due to the other taxing districts and not from the Troy School District. Board Chair had no comments at this time.
6. **Action Items**
  - A. **Approve Closing the Checking Account for Food Service Meal Charges:** Tabled.
  - B. **Approve Contract with Ednetics:** Wendy Fredrickson moved to approve the contract with Ednetics for the 2015-2016 school year. David Aiken seconded. All voted aye. Motion carried.
7. **Policy Items:** First Readings- Revised 3280 Equal Education, Revised 3295 Bullying Reporting, Revised 3380 Extracurricular Participation, Revised 5120 Nondiscrimination and new Policy 5265 Bullying.
8. **Other Business:** None
9. **Adjourn:** Meeting adjourned at 8:12 p.m.

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Dana Hoskins, Chair

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Theresa Priebe, Clerk



# Cancelled

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 7:00 p.m. at the Troy Elementary School Library, 103 Trojan Drive, Troy, ID on Tuesday, October 27, 2015. The purpose of this meeting is as follows:

1. Negotiations

Dated this 22nd day of October 2015  
Theresa Priebe  
Clerk, Board of Trustees

**NOTICE OF BOARD WORKSHOP**  
**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 meeting for a Board workshop to be held at 7:00 p.m. at the Troy High School Library, 101 Trojan Drive, Troy, ID on Monday, October 26, 2015. The purpose of this meeting is as follows:

1. Financial Planning Workshop

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

Dated this 22<sup>nd</sup> day of October 2015  
Theresa Priebe  
Clerk, Board of Trustees



# **NOTICE OF NEGOTIATIONS MEETING**

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

**NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Negotiations Teams for both the Board of Trustees and Troy Education Association of said district has called a meeting to be held at 7:00 p.m. at the Troy Elementary School Library, 103 Trojan Drive, Troy, ID on Thursday, October 15, 2015. The purpose of this meeting is as follows:**

- 1. Negotiations**

**Dated this 13th day of October 2015  
Theresa Priebe  
Clerk, Board of Trustees**

NEGOTIATIONS MINUTES  
OCTOBER 15, 2015  
TROY ELEMENTARY SCHOOL

District Members: Dana Hoskins, Negotiator; Christy Castro, Supt.  
TEA Members: Alison Bohman, Crystal Tibbals

The meeting was called to order at 7:00 p.m.

Dana Hoskins asked if everyone had a chance to read the minutes (from September 30, 2015) and if there were any changes that needed to be made.

Alison Bohman stated that there was a sentence in paragraph 1 that needed changed. Alison Bohman asked if the sentence that said that Renae Bafus sat at the Negotiations table with the TEA members could to be struck. Renae Bafus did sit at the table, but not necessarily with the TEA members.

Dana Hoskins did not have a problem with striking the sentence. The sentence was crossed out, initialed by both negotiators, and the minutes were approved by both the District and TEA negotiating teams.

Dana Hoskins stated that she was just going to open up for discussion. She had the District's proposal and was wondering what TEA's thoughts were to changing the verbiage of Item #1 to up to 190.

Alison Bohman stated this is what TEA was thinking. The members are actually comfortable in going up to 183 days. That would be an additional 5 days as long as there was compensation to at least keep them at their pay that they are currently receiving. So, in calculating that, that would be .56% increase per day per employee, so it would be a whole shift on the matrix. A .56% increase per day for 5 days would be a total of 2.8% increase in salary. Using Alison Bohman's gross salary, as an example, the formula would equate to an additional \$1,315 for the additional 5 days. (Current daily rate at \$263 time 5 days equal \$1,315).

Supt. Christy Castro stated that you wouldn't be getting a raise. That would just be keeping the daily rate the same for the additional 5 days.

Alison Bohman stated that what TEA was thinking was having the verbiage to include the percent of salary increase in with the added days or that the matrix be adjusted accordingly so that the certificated staff wasn't taking a pay cut if the staff days increased.

Dana Hoskins stated that we understand that we don't want to make it where your salaries are being decreased.

Alison Bohman stated that the discussion with TEA members was very good. Obviously, we can't do it for this year, but thinking of next year, the teachers would love to have some teacher workdays at the beginning of the year because everybody felt so rushed this year trying to get things done. They liked that one of our science teachers said that he hadn't been to a science conference in 6 years because the October In-Service days had been cut back to just one day and usually there is something planned, this year it was Beyond Textbooks. We would really like the opportunity to be able to attend some of the State conferences, kinda like the State In-Service days are designed to do. Our members were excited

about the potential to have some of those back as long as we weren't taking a pay cut in getting those back.

Dana Hoskins stated that the District would take a look at what the cost would be.

Dana Hoskins asked Alison Bohman what the thoughts were on changing the verbiage to the school day shall be no more than 6 hours and 6 minutes of assigned classroom time out of an 8 hour work day. Was there any concern on that?

Alison Bohman stated that there was no huge concern. She wanted to point out that with that 6 minute increase over the 171 student days, it is increasing student contact time (teacher/student contact time) by 1026 minutes or 17.1 hours, which is a total of 2.1 days for student contact. So, just to keep in mind, you know as far as student contact calculations go, you know that is actually increasing the high school 2.1 days.

Supt. Christy Castro stated that contradictory to that, if we were to go opposite of that, if we were to go on that philosophy, those folks that aren't working, getting 6 hours of contact days, like last time I had said were over here at the Elementary School, contact hours, we have four teachers with 4 contact hours vs teachers with 5 and 6 hours, 4.5 hours, 5.5 hours, and 6 hours. How is that put in the formula?

Alison Bohman stated that she didn't know if this was necessarily a formula as far as that part went. She just wanted to point it out. She wasn't indicating anything by it. She just wanted people to be aware and to keep in mind that the State recommendations is very different at the elementary level compared to the high school level and we far exceed the minutes required by the State at the elementary level.

Supt. Christy Castro stated for the students, but the teachers contact time with the students vary from less than 4 hours to all the way up to 5.5 hours. So, there is that variance already. If we were to go with the idea that 6 minutes increases 2.5 days, then you are also, as an administrator, I go back and I look. We already have teachers working contact hours of less than 4 hours with their students. It's still not equal across the board already. If I were a teacher and my contact hours were 3 hours 45 minutes and there was another teacher with the same years of service and education and their contact time was 5 hours 45 minutes, we are both getting paid the same. See what I'm saying?

Alison Bohman stated that the needs of the different grade levels are very different.

Dana Hoskins inquired if out of an 8 hour day, the norm is 6 hours of student time?

Supt. Christy Castro stated that no more than 6 hours, but that's not the actuality of the norm that is going on because the elementary is much different than the Junior High and High School. It varies now in the elementary school.

Dana Hoskins stated that if we are moving to add 6 minutes to the 6 hours, we're taking that 6 minutes out of the 8 hours. What's normally done the other 2 hours? Prep period and lunch, or... What is normally done during those other 2 hours? And it could just be what's at the high school. The difference is mainly where this is affecting us.

Alison Bohman stated that the high school is over the 6 hours currently – 6 hours 6 minutes. So, when they're not with students, yes, it's their Prep time.

Supt. Christy Castro stated that Kindergarten and First Grade have about 4 hours 45 minutes, something like that, contact time. Second and Third grades, have around 4 hours and something contact hours. Fifth and Sixth grades were the least amount of contact time that was seen on the schedules in the District. She agreed that there were different needs at different grade levels.

Dana Hoskins asked if the high school team, who this would affect, have any issues with that.

Alison Bohman stated that no real issues were brought up.

Dana Hoskins stated that because we're going to try to do Reteach and Enrich, would they be agreeable to taking 6 minutes out of this 8 hour or out of the 2 hour Prep and prepare time?

Supt. Christy Castro stated that it wouldn't be out of their Prep time.

Dana Hoskins stated that 2 hour block. Would they have an issue with that?

Alison Bohman stated that she was thinking there would not be an issue. This is something that she can take back and ask. She's thinking that they would be okay with that. She cannot speak for them, but she will ask them.

Dana Hoskins moved on to the TEA proposals beginning with Item #4 regarding the 4 communication meetings. Since this does not fall in salaries and benefits, but totally agrees that it's very important, District team wonders if this can be put either in Policy or a standing committee. After reading through this item, feels that it is part of a Strategic Plan and that we could set standing committees, even more than 4 meetings, if TEA was interested. This is something very valuable, something that we, as a District, as a whole, really need to focus on. I'm very happy about this one. Are you guys going to come to the budget meeting on October 26<sup>th</sup>? Can you have representatives there?

Supt. Christy Castro stated that it's actually a Board finance planning. The Board is inviting you to be a part of it, not an audience, but a part of it. And, they wanted to meet, we were looking to meet 3 to 4 times within the year. And to me, this would be exactly what you would need to be involved in. They are wanting you to be a part of it-to have discussion and to have the open dialogue.

Supt. Christy Castro state that the meeting is scheduled for October 26<sup>th</sup> at 7:00 p.m. There will be 4 of the 5 Board members and the administrators there. It would be a perfect time if the two of you could join because this would be the very first meeting. And the agenda is to really talk about 1) What does a fiscally, healthy District look like; talk about what the fund balance is; what the fund balance should be; what is the goal to have it as; 2) The enrollment; what the enrollment is looking like and how does the fund balance address the decreased enrollment; what would be the purpose of that fund balance; and, 3) Talk about the future; the financial future of the District; to make a 3-5 year plan. If TEA representatives aren't involved, then it would lose a lot because we need their perspective. We would like those people to be consistent. If the two of you can make it, or if one cannot make it, have a sub to fill in for you, but that person as the sub would need to be there consistently as well, so that we aren't playing catch up every meeting.

Dana Hoskins stated that with your agreement, we are going to move Item #4 off the list and we're going to establish something that will be ongoing. This will be a standing committee year after year after year because this is—we need to communicate.

Alison Bohman stated that she was okay with that.

Item #4 Four communication meetings throughout 2015-2016 school year between TEA and Troy School District negotiating teams to have an ongoing conversation about the budget and a long term plan concerning employee compensation to retain and recruit highly qualified staff. In addition, develop a plan to recruit students so we can work together to increase enrollment. This item was taken off the table and agreed upon by both parties.

Dana Hoskins stated that she was jumping back up to #2 and asked if we needed to set aside a specific date for discussion or discuss here.

Alison Bohman stated that she would like to discuss now. Looking at the Audit report, there seems to be more in the fund balance than what was projected and knowing that 1% was given to the District last year for salary increases, and we didn't get it, and then more money given this year, we would like to see the 1% increase for salaries.

Supt. Christy Castro stated that what she would like to see is not to have to do a reduction in force. She would like to go into next year, because we have 2 support units less than we had the year before which is more than we ever had, and with the \$400,000 fund balance, she feels really positive that we can keep enrollment where it's at or at least where it's at that we won't have to a reduction in force. And then because the 97% protection is catching up with us. It's going to continue to catch up with us. The following year or at the end of this year, it's going to be a little less, around 4000, or a little less, but we can keep everybody if we can keep the fund balance and not spend it. What I would like to do is talk with the Board about separating that fund balance out so that we know throughout the year, everybody knows, and it's not a guessing game on how much is the fund balance. And, instead of, and we have to be careful because we have to make sure we budget enough in each category, that everything is covered, but not so much where we're trying to figure out where is the fund balance and how much is it going to be? And then we go to the Board every time we feel like there could be a dip in the fund balance. So then we know we're going to have to amend the budget and transfer out of the fund balance to make sure this category is covered. So, that TEA and the Board and administration, everybody and the community knows what unallocated funds there are. I believe that with the loss in the 2 support units, this is going to catch up to us in a year or two. That's my worry about spending the \$400,000. If we spend any of the \$400,000, there is at least \$50,000 that won't be replenished because the \$50,000 of the revenue that created the fund balance is one-time monies. It's not money that we're going to be able to rack up which means that \$50,000 is going to be gone. On top of that, we did a spending freeze in the spring which gave us another \$36,000. You're looking at that money that we were able to have as the fund balance not being replenished. That's what I'm worried about. Otherwise, I would be real excited about doing a 1% or 2% or whatever it was we could do. But it's devastating to you and everyone here when we have to do a reduction in force in order to build up a fund balance. What I'd love to see is those things and to be able to work together, separate the fund balance, see where we're at, see what occurs with legislation because I think it's going to positive and then with the financial planning and enrollment becomes steady and we don't drop significantly-and we would have to define significantly-and the fund balance reaches the number, whatever the number is, and over that money needs to be put toward salary increases. These are just my thoughts. I've talked with Dana Hoskins just a little bit about it but this is the kind of conversation I'm hoping to have with our financial planning. It's a devastating place that we've been in with the drop in enrollment and all of the reduction in force and I just don't want to have to reduce again. That's what I fear more than anything. I think if we can plan in those terms and say "Yes, we were fortunate enough to get this unexpected

revenue and we had opportunity that everyone jumped on board when we froze the spending, you know if we spend it now, are we going to risk losing more staff?" My goal is to keep our staff for next year and have the financial planning team say, "Okay, we start in July with this fund balance, with this enrollment, this is what we have enrolled and we've only dropped a half of support unit, let's say, and we're over this fund balance, we agree that we are going to look at A, B, and C—whatever those things are." Does that make sense to you guys?

Alison Bohman stated that it does make sense. I think in talking with our members though, there is some frustration with we haven't had a pay increase since, we took the 5% cut, we got back up to where we were

Supt. Christy Castro asked when the staff got back up to when the cut happened.

Alison Bohman stated that it was 2009 when the cut happened. 2008-2009.

Supt. Christy Castro stated that her first year here, there was a 1.5% increase.

Alison Bohman stated that she thought that was the rest of getting us back up where we were before. If I remember right. Don't quote me on that either.

Supt. Christy Castro stated it was her understanding that it was above. But, I know it's not much above. I especially know because I lost \$12,000 in all of this a year--\$24,000 if we talk about the two years. So, I know it hurts. I know firsthand that it hurts and we have excellent employees.

Alison Bohman stated that we do and I don't want to lose any more than what we've lost.

Supt. Christy Castro stated that's where I'm at. I know that the Board wants to be able to increase the salaries, but on the other hand we don't want to lose them to not being able to increase the salary but we don't want to lose them because we can't afford to keep them because we've increased salaries. This stuff starts adding up. We're looking at probably right around \$55,000 - \$60,000 with just these two items.

Alison Bohman asked which two items.

Supt. Christy Castro stated Item #1—movement on salary schedule, just off the top of my head, and then adding 5 days. We'd be looking at right around \$50,000 - \$60,000.

Alison Bohman stated that adding 5 days is just an option that's out there. That's not anything that has to be done.

Supt. Christy Castro stated yes, but let's say we did that or if we did the other, we're still probably looking at around \$50,000 and that's not including the 1% we've done for classified too. And, so I think "Wow, that could be a whole position."

Alison Bohman stated that she would just like the Board to look into that and how much money that 1% would actually cost.

Dana Hoskins stated that she has that down on her list. We are going to take that as an action item to look at. We have the movement on the steps and lanes, so we will look at that as well. We're going to have to look to see financially how that would look if we did the 1%. Would we have the money to fund steps and lanes and how would that affect any type of increase we might be able to give. We'll go back and crunch numbers.

Dana Hoskins stated that Item #1 we will just have to look to see what that looks like all together. Sick Leave Bank—I asked Supt. Christy Castro to just tell me what it looked like as far as a risk to us and without adding dependents, we're sitting at a \$56,000 risk that we have never budgeted for, but if it were too to be used. We decided that that was something we all need to probably add a line item for in the budget. If we increased, and that's just for the employees, not including like dependents, of course it would go up from there. So, for us, we need to be prepared for that as far as budget-wise should we ever have to use that. It's not that it's not a good idea, we don't have the money budgeted for it this year. But, it's not something we couldn't in our financial committee say this is something that we're discussing, we would like to see these funds in the bank where it's available and have the District prepared for that. You know, if you have a child that has a god-forbid cancer or something like that, you'll want to be able to have that time and be able to use those days. And, as a District, we'll want to be able to say that we're prepared for that and we agree with that. We just need to get ourselves prepared for it. I'm not sure if there is any kind of formula out there but we can definitely look at different districts to see how you do it—what does the budget line item look like or this type of expense/risk. I don't think we can do it this year, but I definitely think it's something we should plan for and pray that we never ever had to use it. So, that is where we are with that one. So now do we want to break and talk?

Supt. Christy Castro stated that she would. She would like to look up that 1% so that we have an idea of what we're talking about, if that is okay.

Dana Hoskins stated that we are asking if you could prioritize for us between the steps and lanes and the 1%.

Alison Bohman stated steps and lanes would be #1.

Dana Hoskins stated that we're going to figure out the cost of each one, what the cost all together was, just so we can have some numbers that are solid to come back with. Our first thing was to find out what was priority.

Alison Bohman stated okay.

Supt. Christy Castro stated that we could give them some of the numbers. Movement on the salary schedule would be about \$17,000. She would need to double check because her information is about 2 months old. With the 1%, it's approximately \$20,000 and that's for certified only. Will need to add classified in that also because we would include the classified staff.

Dana Hoskins asked if TEA had anything we need to take back.

Alison Bohman stated that she needed a quick clarification. Going back, we were having discussion about the schedule and when you said that 5<sup>th</sup> and 6<sup>th</sup> grades were the lowest at 3 hours and something,

I went back and double checked my schedule and my calculations I came up with on Mondays-Wednesdays-Fridays are 4.78 hours and then Tuesdays-Thursdays are 4.28 hours.

Supt. Christy Castro stated that is different than the schedules she had. She knew the schedules changed and had asked that we look at that. I think that they were looked at and changed. That is good to hear, but we are still looking at a discrepancy of 4 hours. I think that First Grade had about 4 hours 45 minutes and the high school has, I can't remember how many contact hours, but there is a difference.

Alison Bohman stated that she expected there would be between elementary and high school.

Supt. Christy Castro stated and same with First Grade, from Kindergarten to Sixth Grade, there could be a difference, so that is why I'm hoping that the 6 minutes was something they feel—actually benefits them to do the tasks they're looking at doing even though it's different from what they're doing. It's not adding to their day, it's adding to their time with the kids. But, if you'll check on that and see how they feel.

Alison Bohman asked to set the next meeting date.

Next meeting is scheduled for October 27, 2015 at 7:00 p.m.

Meeting closed at 8:01 p.m.

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TROY SCHOOL DISTRICT #287  
BOARD OF TRUSTEES REGULAR MEETING  
Monday, October 12, 2015, 7:00 p.m.  
Troy High School Library

AGENDA

1. Call to Order
  - A. Attendance
  - B. Adopt Agenda
2. Education Presentations
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' Reports
  - D. Superintendent's Report
  - E. Board Chairman's Comments
6. Action Items
  - A. Approve Snow Removal Contract
  - B. Approve change in TJHS Handbook Athletic Section
  - C. Approve Hire of Jr. High Volleyball Coach
  - D. To Approve the Participation in the Potlatch Wrestling Cooperative
7. Policy Items
  - A. None
8. Other Business
9. Adjourn

**2TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES REGULAR MEETING  
OCTOBER 12, 2015 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, James Fry, David Aiken, Kyle Osborn, Wendy Fredrickson
  - Administrators Present:** Supt. Christy Castro; Brad Malm, Principal; Klaire Vogt, Principal
  - B. **Adopt Agenda:** By unanimous consent, the Agenda is approved. Supt. Christy Castro took minutes of this meeting.
2. **Education Presentation:** Mrs. Tibbal's class presented "Debug System".
3. **Public Comments:** None
4. **Approve Consent Agenda:** Wendy Fredrickson moved to approve the Consent Agenda as presented. James Fry seconded. All voted aye. Motion carried. Items approved: Regular Meeting minutes of September 14, 2015; Special Meeting minutes of September 21, 2015; and, Bills paid totaling \$242,660.57.
5. **Information Items:** Budget reports included the ASB financials, Medical Insurance Pool report for September 2015; District financial report for September 2015; Enrollment is at 259; Principals' reports; Superintendent's Report included a reminder that the ISBA Convention will be held in Coeur d'Alene on November 11-13 and to let the District Office know as soon as possible if the Board members will be attending. Board Chair had no comments at this time.
6. **Action Items**
  - A. **Approve Snow Removal Contract:** James Fry moved to approve the contract with Drollette for snow removal. Kyle Osborn seconded. All voted aye. Motion carried.
  - B. **Approve Change in TJHS Handbook Athletic Section:** Wendy Fredrickson moved to approve the change in the Athletic section as proposed. James Fry seconded. All voted aye. Motion carried.
  - C. **Approve Hire of Jr. High Volleyball Coach:** James Fry moved to approve the hire of Joan Cinkovich as Jr. High volleyball coach. Wendy Fredrickson seconded. All voted aye. Motion carried.
  - D. **Approve the Participation in the Potlatch Wrestling Cooperative:** Wendy Fredrickson moved to approve participation in the Potlatch Wrestling Cooperative. Kyle Osborn seconded. All voted aye. Motion carried.
7. **Policy Items:** None
8. **Other Business:** None
9. **Adjourn:** Meeting adjourned at 8:21 p.m.

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Dana Hoskins, Chair

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Christy Castro, Supt.

# Cancelled

## **NOTICE OF BOARD WORKSHOP**

**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 meeting for a Board workshop to be held at 7:00 p.m. at the Troy High School Library, 101 Trojan Drive, Troy, ID on Tuesday, October 6, 2015. The purpose of this meeting is as follows:**

**1. Financial Planning Workshop**

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

**Dated this 30<sup>th</sup> day of September 2015  
Theresa Priebe  
Clerk, Board of Trustees**

# **NOTICE OF NEGOTIATIONS MEETING**

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

**NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Negotiations Teams for both the Board of Trustees and Troy Education Association of said district has called a meeting to be held at 7:00 p.m. at the Troy Elementary School Library, 103 Trojan Drive, Troy, ID on Wednesday, September 30, 2015. The purpose of this meeting is as follows:**

- 1. Negotiations**

**Dated this 28th day of September 2015  
Theresa Priebe  
Clerk, Board of Trustees**

Negotiations Minutes  
September 30, 2015  
Troy Elementary School  
7:00 p.m.

Dana Hoskins called the meeting to order at 7:04 p.m.

District Team: Dana Hoskins, Negotiator; Wendy Fredrickson, Trustee; Christy Castro, Supt.  
TEA Team: Alison Bohman, Negotiator; Crystal Tibbals  
Clerk: Theresa Priebe

Supt. Christy Castro asked Renae Bafus if she was here as a member or audience. Renae Bafus stated that she was part of the audience at this point. Renae Bafus sat at the Negotiations Table ~~with the TEA members.~~ D.H. AB

Dana Hoskins opened the meeting up for conversation.

Alison Bohman stated that the TEA wanted to take a new approach this year and really wants to work as a team and us working together, have an open meeting, all of us talking, and coming up with and seek solutions for everyone. She typed up a proposal that is vague, stating that we probably need to finish last year at least the signing of it. Not really sure what we need to do or where we need to go from here.

Dana Hoskins stated that the District imposed so that we could get everyone paid and left it open so if anyone wanted to come back and discuss, you could. So, is there additional discussion that you want to have?

Alison Bohman stated that she didn't think so.

Dana Hoskins stated that we would get the contract, get it signed.

Supt. Christy Castro stated that she didn't think we had to sign a contract, but she would check with the attorney and get the information back to the teams at the next meeting. Both teams agreed to this.

Teams exchanged lists.

TEA list included: 1) Movement on the salary schedule (steps and lanes); 2) Discussion with Troy School District regarding employee salary increase based upon the 2015 audit report and the current budget; 3) Sick Leave Bank expanded to include certificated employee dependents under the age of 18. This would allow for certificated employees to use the Sick Leave Bank not only for personal illness, but also for their children's long-term illnesses; and 4) Four communication meetings throughout 2015-2016 school year between TEA and Troy School District negotiating teams to have an ongoing conversation about the budget and a long term plan concerning employee compensation to retain and recruit highly qualified staff. In addition, develop a plan to recruit students so we can work together to increase enrollment.

District list included: Remove the following sections from the Master Contract – 7.02 Certificated employees shall be contracted for 178 working days (1.424 hours) for the school year; 7.03 The school day shall be no more than 6 hours of assigned classroom time and 8 hours of work day. A. Preparation time: Each full time teacher during the normal student day will have no less than a 30 minute daily preparation period in segments of no less than 20 minutes.

Dana Hoskins began by addressing the 178 days. Would like to see in the Contract that it states no more than 190 working days. Not what we are moving to, but no more than as a total.

Alison Bohman requested clarification that the proposed would read changing 178 working days to no more than 190.

Supt. Christy Castro stated or up to 190.

Dana Hoskins stated that however the TEA would prefer it be worded.

Dana Hoskins moved to the second item which stated no more than 6 hours classroom time and no more than 8 hours of a work day. We need to change that for the Reteach and Enrich.

Supt. Christy Castro mentioned that the High School is currently at 6 hours 6 minutes to get the Reteach and Enrich time in.

Dana Hoskins moved to the last item on the list which is to make sure you had no less than 30 minutes daily prep period in segments no less than 20 minutes. I think that we are doing that now.

Supt. Christy Castro explained that the thought was that when we first tried to get the schedules going, that we weren't going to be able to do the no less than 30 minutes because of the lack of staffing. Then after she saw the schedules, it was more doable. This section didn't become the priority we thought it might. We were looking at removing this section out of the Contract because we didn't know if we were going to have the staffing to be able to honor this section of the Contract. With the staffing that we now have, there isn't going to be this problem. She is suggesting that this item be removed from the list for negotiating tonight.

Dana Hoskins stated that it's a good thing to have in there to protect at least the 30 minutes for the daily preparation period.

Both teams agreed to leave the 30 minute prep time for the elementary staff in the Master Contract.

Supt. Christy Castro did state that the second part of that item on the list needs to be addressed because the high school is working 6 hours 6 minutes to get the Reteach and Enrich time in their day.

Alison Bohman asked why the 8 hours of work day would need to be taken out of the Master Contract.

Supt. Christy Castro stated 6 hours 6 minutes classroom time out of the 8 hours.

Alison Bohman requested clarification of the statement 6 hours 6 minutes classroom time out of an 8 hour work day?

Dana Hoskins agreed that it should be stated as 6 hours 6 minutes of assigned classroom time out of an 8 hour work day.

Alison Bohman asked what the reasoning was for changing the 178 days to no more than 190 days.

Dana Hoskins stated that the District has considered changing and capping it at that amount so that there was no reason for conflict if the Calendar committee wanted to add a day, subtract a day, or needed to change a day



and be confined to a certain amount of days. The working days would still be negotiable, but this would give the Calendar committee the room to schedule as needed.

Supt. Christy Castro asked what the history was behind the 178 work days because when we did the compilation of all the date from all the surrounding districts, we were the lowest working days in our Calendar year except for 4-day schools.

Alison Bohman didn't know who the superintendent was at the time, but Principal Merle Jaques was still here. What we did, we increased the length of the day by 7 minutes at the Elementary School. Not sure about the High School, it may have been a little more time that was increased there. And, it matched the U of I's schedule because some of the students were taking classes at the U of I. Our days decreased, but the length of the days increased.

Crystal Tibbals mentioned that Klaire Vogt talked about minutes.

Dana Hoskins said that she had kept track of Districts on what each had listed for their teacher work day in each District's Contract. There were six districts that had 190 working days listed; one had 188.5 days; one had 188 days; a 4-day school (Highland) had 143 days; and Orofino, another 4-day school, had 173 days. This is why I am driven to cap the number of days in our Contract to 190 working days. Let's have a full discussion on it so we all understand why we did what we did.

Supt. Christy Castro stated that she had heard something different, that there was a decrease in salaries and a decrease in days, but when the salaries increased, the days did not increase. This is the first I heard of change in minutes per day. So that is interesting.

Dana Hoskins stated that it was the year that the District had to declare a financial emergency and we reduced 5% in order to help because that hurt, so we decreased the days.

Alison Bohman stated that the initial reason for the 178 days, why we increased our days, that was before Bruce Bradberry was here.

Theresa Priebe stated that it all started when Don Armstrong was here. It was a year that no raises were given, but a day was decreased. The same thing happened the following year. Eventually two days were reduced because we were down to 183 days for a few years and then we had the Recession. With the 5% reduction, the number of days were reduced as well. But when that was reinstated, the number of days did not move.

Dana Hoskins stated that we can take that as our action item.

Alison Bohman agreed.

Dana Hoskins stated that she is excited, that both teams have some good proposals, and felt it was time to go communicate amongst ourselves and come back to the table. Dana Hoskins said that she would also like to limit the meetings to one hour or up to one hour and no more than that.

Alison Bohman agreed with the meeting time.

Both teams agreed to meet again on October 15, 2015 at 7:00 p.m. at the TES Library.

Meeting closed at 8:00 p.m.

*Dana Hoskins 10/15/15*  
*Alison Bohman 10/15/15*

# **NOTICE OF SPECIAL MEETING**

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

**NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Board of Trustees of said district has called a special meeting to be held at 7:00 p.m. at the Troy High School Library, 101 Trojan Drive, Troy, ID on Monday, September 21, 2015. The purpose of this special meeting is as follows:**

- 1. FY14-15 Financial Audit Presentation**
- 2. Approve Increasing Elementary Special Ed Teacher Position to 1.0 FTE**
- 3. Approve Purchasing Lunch Tables**

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

**Dated this 17<sup>th</sup> day of September 2015**

**Theresa Priebe**

**Clerk, Board of Trustees**



**TROY SCHOOL DISTRICT NO. 287  
SPECIAL MEETING OF THE BOARD OF TRUSTEES  
SEPTEMBER 21, 2015 7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

**Call to Order:** Dana Hoskins called the Special Meeting to order at 7:02 p.m.

**Members Present:** Dana Hoskins, Kyle Osborn, David Aiken, Wendy Fredrickson

**Administrators Present:** Supt. Christy Castro; Theresa Priebe, Clerk

Superintendent Christy Castro requested that the Agenda be amended to include the following: Approve New Hires – Classified Staff. By unanimous consent, the Agenda was approved as presented and amended.

Interviews were conducted and staff is needed at the schools due to the increase in special education needs.

- 1. FY14-15 Financial Audit Presentation:** Jen Clark and Brad Lewis, Hayden Ross auditors, presented the financial audit ending June 30, 2015. A topic of discussion after the presentation was the Fund Balance. Mr. Lewis reiterated that the Fund Balance is made up of the receivables that are due to the District such as taxes to be received from the County, deferred taxes, receivables from the special funds and includes the liabilities such as payroll expenses and accounts payable. The Fund Balance needs to cover the July payroll and any accounts payable until the District receives funds from the State of Idaho in August. The Fund Balance is not cash on hand readily available to spend. Wendy Fredrickson moved to approve the financial audit ending June 30, 2015 as presented. David Aiken seconded. All voted aye. Motion carried.
- 2. Approve Increasing Elementary Special Ed Teacher Position to 1.0 FTE:** Kyle Osborn moved to approve increasing the Elementary School Special Ed Teacher position to 1.0 FTE. David Aiken seconded. All voted aye. Motion carried. There was discussion on where the District would get the extra money for the increase in position. Supt. Christy Castro stated that a part-time elementary aide position would not be filled, using that money that was budgeted along with a tuition reimbursement for a student and services from another school district will cover the additional expense for salaries and benefits.
- 3. Approve Purchasing Lunch Tables:** David Aiken moved to purchase 8 half tables for the Lunch Program with funds from Federal Forest to pay for the equipment. Wendy Fredrickson seconded. All voted aye. Motion carried. Discussion on timing of purchasing the tables was made. Supt. Christy Castro agreed that the timing was not desirable, but the old tables are a potential hazard to the employees.
- 4. New Hires – Classified Staff:** David Aiken moved to hire Mallory Cox as Special Ed Aide at .88 FTE and Kami Heath as Special Ed Aide at .88 FTE. Wendy Fredrickson seconded. 3 ayes Kyle Osborn abstained due to association with applicant Kami Heath. Supt. Christy Castro informed the Board, that the positions have been budgeted and would not require additional funding.

Meeting adjourned at 8:01 p.m.

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Dana Hoskins, Chair

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Clerk

TROY SCHOOL DISTRICT #287  
BOARD OF TRUSTEES REGULAR MEETING  
Monday, September 14, 2015 – 7:00 p.m.  
Troy High School Library

AGENDA

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' Reports
  - d. Technology Report
  - e. Superintendent's Report
  - f. Board Chairman's Comments
6. Action Items
  - a. Renew Section 125 Plan
  - b. Approve August 25, 2015 Supplemental Levy Results
  - c. Correct Idaho Code Reference for Negotiations from Sept 8<sup>th</sup> Meeting
  - d. Set Board Financial Planning Workshop Date
  - e. November Election
7. Policy Items
8. Executive Session- IC 74-206(1)(j)--Negotiations
9. Other Business
10. Adjourn

**2TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES REGULAR MEETING  
SEPTEMBER 14, 2015 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:** James Fry, David Aiken, Kyle Osborn, Wendy Fredrickson
  - Administrators Present:** Supt. Christy Castro; Klaire Vogt, Principal; Theresa Priebe, Clerk
  - B. **Adopt Agenda:** Amend to add to 4C—Classified Personnel Actions to include the hiring of Jessica Lowe as TES paraprofessional aide. By unanimous consent, the Agenda is approved as amended.
2. **Education Presentation:** The Board Chair recessed the meeting at 7:01 p.m. to tour the new bus. The Board meeting resumed at 7:10 p.m.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Meeting minutes of August 17, 2015; Special Meeting minutes of August 20, 2015; Special Meeting minutes of August 27, 2015; Special Meeting minutes of September 8, 2015; Bills paid totaling \$238,956.23; and the hiring of Jessica Lowe as TES paraparo at .88 FTE for the 2015-2016 school year.
5. **Information Items:** Budget reports included the ASB financials, Medical Insurance Pool report for August 2015; District financial report for August 2015; Enrollment is at 262 with a report of three students leaving to drop enrollment to 259; Principals' reports; Technology report which included that the State of Idaho installed the WiFi at the High School to provide better coverage throughout the school and the old WiFi system will be taken out of the High School and installed at the Elementary School for better coverage; Ednetics contract on hold until final decision by USAC for approval for ERate; Virtual Backup System failed and Server has been rebuilt; Received computers and laptop donation for Idaho Transportation Dept.; Superintendent's Report included the update on Beyond Textbooks training for the staff on September 4, 2015; a reminder that AFLAC and American Fidelity representatives will be in the District to meet with staff interested in supplemental insurances; a reminder that the ISBA Convention will be held in Coeur d'Alene on November 11-13 and to let the District Office know as soon as possible if the Boardmembers will be attending; a reminder of the Special Meeting on September 21, 2015 at 7:00 p.m. for the Financial Audit presentation; the roof at the Elementary School and High School were inspected and the District is looking at a minimal cost for repair; and an update of Special Education needs at the Elementary School. Board Chair had no comments at this time.
6. **Action Items**
  - A. **Renew Section 125 Plan:** Wendy Fredrickson moved to approve the renewal of Section 125 Benefit Plan with American Fidelity. James Fry seconded. All voted aye. Motion carried.
  - B. **Approve August 25, 2015 Supplemental Levy Results:** James Fry moved to approve the August 25, 2015 Supplemental Levy election results as presented. Wendy Fredrickson seconded. All voted aye. Motion carried. 621 in Favor of the \$995,000; 231 Against the \$995,000.
  - C. **Correct Idaho Code Reference for Negotiations from Sept 8<sup>th</sup> Meeting:** James Fry moved to approve the correction of the Idaho Code at the last meeting to 74-206(1)(j) instead of 74-206(1)(c). Dave Aiken seconded. All voted aye. Motion carried.
  - D. **Set Board Financial Planning Workshop Date:** Kyle Osborn moved to set the Financial Planning workshop for October 6, 2015 at 7:00 p.m. at the THS Library. Wendy Fredrickson seconded. All voted aye. Motion carried.
  - E. **November Election:** Wendy Fredrickson moved to not run a Supplemental Levy election on November 3, 2015. David Aiken seconded. All voted aye. Motion carried.
7. **Policy Items:** None
8. **Executive Session – IC 74-206(1)(j)—Negotiations:** James Fry moved to go into Executive Session at 7:40 p.m. per IC 74-206(1)(j) to discuss Negotiations. David Aiken seconded. There was discussion amongst the Board members regarding position to request that a Board member who may have a potential conflict of interest concerning Labor Negotiations be present during the session. Two members voiced concern and caution, one member remained neutral, and one member voiced support for attendance. The Board member chose to go into the Executive Session. A roll call vote was taken: Kyle Osborn-aye; Wendy Fredrickson-aye; David Aiken-aye; James Fry-aye; Dana Hoskins-aye. Motion carried. Board came out of Executive Session at 8:23 p.m. No action taken.
9. **Other Business:** None
10. **Adjourn:** Meeting adjourned at 8:25 p.m.

# **NOTICE OF SPECIAL MEETING**

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

**NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Board of Trustees of said district has called a special meeting to be held at 7:00 p.m. at the Troy High School Library, 101 Trojan Drive, Troy, ID on Tuesday, September 8, 2015. The purpose of this special meeting is as follows:**

- 1. Approve Teacher Resignation**
- 2. Approve Hire of Certificated Personnel**
- 3. Executive Session - IC 74-206(c) - Negotiations**

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

**Dated this 4<sup>th</sup> day of September 2015**

**Theresa Priebe**

**Clerk, Board of Trustees**

**TROY SCHOOL DISTRICT NO. 287  
SPECIAL MEETING OF THE BOARD OF TRUSTEES  
SEPTEMBER 8, 2015 7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

**Call to Order:** Dana Hoskins called the Special Meeting to order at 7:00 p.m.

**Members Present:** Kyle Osborn, David Aiken

**Administrators Present:** Supt. Christy Castro; Theresa Priebe, Clerk

Superintendent Christy Castro requested that the Agenda be amended to include the following: Approve Additional Budgeted Money for Ag Ed teacher and Music teacher to pay for Guest Speakers/Presenters and Supplies ; and Information Items. By unanimous consent, the Agenda was approved as presented and amended.

1. **Approve Teacher Resignation:** David Aiken moved to accept the resignation from Lynne Martin. Kyle Osborn seconded. All voted aye. Motion carried.

2. **Approve New Teacher Hire:**

Kyle Osborn moved to approve new teacher hire Chelsea Walsh .9 FTE Ag Ed Teacher. Dave Aiken seconded. All voted aye. Motion carried.

David Aiken moved to approve the hire of Theresa Stoner .5 FTE Music Teacher. Kyle Osborn seconded. All voted aye. Motion carried.

Kyle Osborn moved to approve new teacher hire Cheryl Myers 1.0 FTE K-12 Counselor. David Aiken seconded. All voted aye. Motion carried.

David Aiken moved to approve the hire of Jessica Renfrow 1.0 FTE Kindergarten Teacher. Kyle Osborn seconded. All voted aye. Motion carried.

**Supplemental Contracts:**

David Aiken moved to hire of Stacey Doumit as FFA Advisor for one year. Kyle Osborn seconded. All voted aye. Motion carried.

David Aiken moved to hire Tera Stoner as Cross Country Coach. Kyle Osborn seconded. All voted aye. Motion carried.

David Aiken moved to hire Will Seegmiller as Assistant Cross Country Coach. Kyle Osborn seconded. All voted aye. Motion carried.

3. **Approve the Additional Budgeted Money for the Ag Ed Teacher and Music Teacher to Pay for Guest Speakers/Presenters and Supplies:** Kyle Osborn moved to approve the additional budgeted money for the Ag Ed teacher and Music Teacher to pay for guest speakers/presenters and supplies. David Aiken seconded. All voted aye. Motion carried.
4. **Information Items:** Supt. Christy Castro reported that the special educational needs have increased for the 2015-2016 school year and the District will use substitutes until paraprofessional staff is hired. Supt. Christy Castro also reported that James Davis declined the position of Maintenance Person, so will advertise again for the position.
5. **Executive Session – IC 74-206(c)—Negotiations:** David Aiken moved to go into Executive Session at 7:16 p.m. per ID Code 74-206(c) to discuss Labor Negotiations. Kyle seconded. A roll call vote was taken: Kyle Osborn-aye; David Aiken-aye; Dana Hoskins-aye. Motion carried. Kyle Osborn recused himself due to conflict of interest and left the room.

The Board came out of Executive Session at 8:04 p.m.

No action taken.

Meeting adjourned at 8:05 p.m.

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**Dana Hoskins, Chair**

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**Clerk**

# **NOTICE OF SPECIAL MEETING**

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

**NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Board of Trustees of said district has called a special meeting to be held at 7:00 p.m. at the Troy High School Library, 101 Trojan Drive, Troy, ID on Thursday, August 27, 2015. The purpose of this special meeting is as follows:**

- 1. FY15-16 Amended Budget Hearing Contingent on Passage of Levy**
- 2. Approve FY15-16 Amended Budget Contingent on Passage of Levy**

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

**Dated this 19<sup>th</sup> day of August 2015  
Theresa Priebe  
Clerk, Board of Trustees**

**TROY SCHOOL DISTRICT NO. 287  
SPECIAL MEETING OF THE BOARD OF TRUSTEES  
AUGUST 27, 2015 7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

**Call to Order:** James Fry called the Special Meeting to order at 7:00 p.m.

**Members Present:** James Fry, Kyle Osborn, David Aiken, Wendy Fredrickson

**Administrators Present:** Supt. Christy Castro; Theresa Priebe, Clerk

Superintendent Christy Castro requested that the Agenda be amended to include the following: Change THS Graduation Requirement from 48 to 46 and US History I & II (4 credits) to US History (Combined for 2 credits); Approve Teacher Contracts; Approve Extra-Curricular Contracts; Hire Certified Teacher; and Hire Classified Staff.

David Aiken moved to amend the Agenda as presented. Kyle Osborn seconded. All voted aye. Motion carried.

1. Budget Hearing on Proposed Amended FY1516 Budget: Supt. Christy Castro reviewed the changes to the FY15-16 Budget to reflect the \$995,000 that was approved by the voters on August 25, 2015 with the Board of Trustees. Changes included the expenditures for the salaries and benefits for the teachers and staff who were recalled for employment due to the reduction in force; the expenditures that were approved by the Board after the community input was considered; the transfers out for Student-Occupied Building Maintenance Fund, Food Service, Medical Insurance Pool, Drivers Education, Bus Depreciation, and the Bus Fund. The Contingency Reserve is budgeted for School Activities/Advisors; 1.0 FTE Librarian; Student Travel, and Supplemental Contracts. The Special Funds and Federal Programs are an in and out process.

Wendy Fredrickson asked if the \$7,000 received from ERate went back into the general fund budget and Supt. Christy Castro stated that it did.

Wendy Fredrickson asked if the \$25,000 Federal Forest funds will go back into the Federal Forest account and would it have an impact on the \$72,000 Contingency Reserve and Supt. Christy Castro stated that the \$25,000 would go back into the Federal Forest account and that the funds would not come out of the \$72,000 Contingency Reserve.

Wendy Fredrickson asked how much money would come out of the \$72,000 Contingency Reserve for extra-curricular salaries. Supt. Christy Castro stated that \$10,475.00 was part of the \$72,000 Contingency Reserve.

Wendy Fredrickson asked if there were estimates for repairing the leaks and Supt. Christy Castro stated that no estimates. Supt. Christy Castro stated that there were leaks at the Elementary School and the High School and she would be meeting with the new maintenance person to have a report on the leaks for her.

Lorena Pope asked why there would be leaks at the new High School and if the builder has been contacted.

Meeting adjourned at 7:56 p.m.

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**Dana Hoskins, Chair**

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**Clerk**



# **NOTICE OF BBQ SOCIAL**

## **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 there may be a quorum of Board of Trustees of said district that may be in attendance at the Community Bar-B-Que at 3:00 p.m. at the Troy Fire Hall, Troy, ID on Saturday, August 22, 2015 that will be sponsored by Dave McGraw. No decisions or meeting of the Board of Trustees will take place.**

**Dated this 19<sup>th</sup> day of August 2015**

**Theresa Priebe**

**Clerk, Board of Trustees**

# **NOTICE OF SPECIAL MEETING**

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

**NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Board of Trustees of said district has called a special meeting to be held at 7:00 p.m. at the Troy High School Library, 101 Trojan Drive, Troy, ID on Thursday, August 20, 2015. The purpose of this special meeting is as follows:**

- 1. Board Workshop – Strategic Plan**
- 2. Approve Strategic Plan**

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

**Dated this 19<sup>th</sup> day of August 2015  
Theresa Priebe  
Clerk, Board of Trustees**

**TROY SCHOOL DISTRICT NO. 287  
SPECIAL MEETING OF THE BOARD OF TRUSTEES  
AUGUST 20, 2015 7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

**Call to Order:** Dana Hoskins called the Special Meeting to order at 7:00 p.m.

**Members Present:** Dana Hoskins, James Fry, Kyle Osborn, David Aiken, Wendy Fredrickson

**Administrators Present:** Supt. Christy Castro

1. Strategic Plan Workshop - The Board of Trustees reviewed the Strategic Plan adopted for the FY2014-2015 school year and updated the Strategic Plan for the FY2015-2016 school year.
2. Approve Strategic Plan – Dave Aiken moved to approve the Strategic Plan as updated for the 2015-16 school year. James Fry seconded. All voted aye. Motion carried.

Meeting adjourned at 8:33 p.m.

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**Dana Hoskins, Chair**

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**Clerk**

TROY SCHOOL DISTRICT #287  
BOARD OF TRUSTEES REGULAR MEETING  
Monday, August 17, 2015 – 7:00 p.m.  
Troy High School Library

AGENDA

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. Superintendent's Report
  - c. Board Chairman's Comments
5. Action Items
  - a. Approve Bus Routes
  - b. Approve Date for Presentation by Auditor
  - c. Approve Strategic Training Date and Special Board Meeting
  - d. Recall Certificated and Classified Personnel if the August 25<sup>th</sup> Supplemental Levy Passes
  - e. Consider Advertising for .5 FTE Music Teacher
  - f. Review Survey Results
6. Policy Items
7. Other Business
8. Adjourn

**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES REGULAR MEETING  
AUGUST 17, 2015 7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the meeting to order at 7:01 p.m.
  - A. Members Present:** Dana Hoskins, James Fry, Wendy Fredrickson, Kyle Osborn, David Aiken
  - Administrators Present:** Christy Castro, Superintendent; Theresa Priebe, Clerk
  - B. Adopt Agenda:** Amended to change item 5.E.—Consider Advertising for all Positions that will be Reinstated if August Supplemental Levy Passes; add items 5.G.—Approve Additional Positions to be Included in the Supplemental Levy if Passed; 5.H.—Approve Beyond Textbooks Contract for the 2015-16 School Year; 5.I.—Approve the Supplemental Levy Informational Pamphlet; and, 5.J—Approve Fall Coaches if the August Supplemental Levy Passes. By unanimous consent, the agenda was approved as amended. Supt. Christy Castro disclosed to the Board of Trustees that due to a family illness, she had been out of the state and with the timeline of the August Supplemental Levy election, these items of business needed to be added.
2. **Public Comments:** None
3. **Approve Consent Agenda:** Wendy Fredrickson moved to approve the Consent Agenda as presented. James Fry seconded. All voted aye. Motion carried. Items approved: Rehire Classified Staff for 2015-16; Annual Meeting minutes from July 13, 2015, Special Meeting minutes from July 20, 2015, Special Meeting minutes from July 27, 2015 and Special Meeting minutes from August 3, 2015; and Bills paid totaling \$260,444.46.
4. **Information Items:** Budget reports included the Medical Insurance Pool report for July 2015. Superintendent's Report included an overview of the training for staff on September 4 & 8, 2015.
5. **Action Items:**
  - A. Approve Bus Routes:** Wendy Fredrickson moved to approve the bus routes for the 2015-16 school year as presented. Kyle Osborn seconded. All voted aye. Motion carried
  - B. Approve Date for Presentation by Auditor:** James Fry moved to hold a Special Meeting on Monday, September 21, 2015 at 7:00 p.m. at the Troy HS Library for the financial audit presentation. Wendy Fredrickson seconded. All voted aye. Motion carried.
  - C. Approve Strategic Training Date and Special Board Meeting:** Wendy Fredrickson moved to hold a Troy School District Strategic Plan workshop meeting on Thursday, August 20, 2015 at 7:00 pm at the Troy High School Library. James Fry seconded. All voted aye. Motion carried.
  - D. Recall Certificated and Classified Personnel if the August 25<sup>th</sup> Supplemental Levy Passes:** James Fry moved to approve recalling the following certificated employees, per Policy 5740A, if the August 25<sup>th</sup> Supplemental Levy passes: Renae Bafus – 1.0 FTE; Steve Braun – 1.0 FTE; Joan Cinkovich – .5 FTE; Lynne Martin – 1.0 FTE; Mark Murdock – .5 FTE; Moreesa Sandquist – 1.0 FTE; James Stoner – .5 FTE; Guy Wells – .5 FTE; and Mitzi Wright – 1.0 FTE. Wendy Fredrickson seconded. All voted aye. Motion carried.  
  
James Fry moved to approve recalling the following classified employees if the August 25<sup>th</sup> Supplemental Levy passes: Jessica Christensen; Kym Fredrickson; Gail Jensen; Britney Woolverton. Kyle Osborn seconded. All voted aye. Motion carried. Wendy Fredrickson abstained.
  - E. Consider Advertising All Reinstated Positions if the August 25<sup>th</sup> Supplemental Levy Passes:** James Fry moved to advertise, starting August 18, 2015, for all positions that will be reinstated if the August Supplemental Levy passes. Wendy Fredrickson seconded. All voted aye. Motion carried.
  - F. Review Survey Results:** The Board of Trustees reviewed the results from the July 27, 2015 Activity and the Survey results.
  - G. Approve Additional Positions to be Included in the August 25<sup>th</sup> Supplemental Levy if Passed:** James Fry moved to approve the following positions from the recommendation by the Community: FFA Advisor, BPA Advisor, Librarian, Teacher Supplies, Honor Society Advisor, Student Council Advisor, Senior Class Advisor, Student Travel. David Aiken seconded. All voted aye. Motion carried.
  - H. Approve Beyond Textbooks Contract for the 2015-16 School Year:** Wendy Fredrickson moved to approve the Beyond Textbooks contract for the 2015-16 School Year for \$5000 with Vail School District. James Fry seconded. All voted aye. Motion carried.
  - I. Approve the Supplemental Levy Informational Pamphlet:** Kyle Osborn moved to approve the Supplemental Levy Informational Pamphlet as presented, including the additional items approved in Action Item 5G. David Aiken seconded. All voted aye. Motion carried.
  - J. Approve Fall Coaches if the August Supplemental Levy Passes:** James Fry moved to approve the Fall Coaches if the August Supplemental Levy passes: Football Head Coach Rob Bafus; Assistant Football Coaches Brad Broenneke, Josh Hammel, Toby Foster and TJ Lewis. Volleyball Head Coach Debbie Blazzard and Assistant Volleyball coach Stacy Blum. Wendy Fredrickson seconded. All voted

aye. Motion carried.

**6. Policy Items:** None

**7. Other Business:** None

**8. Adjournment:** Meeting adjourned at 8:01 p.m. by unanimous consent.

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**Dana Hoskins, Chair**

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**Clerk**

# **NOTICE OF SPECIAL MEETING**

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

**NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Board of Trustees of said district has called a special meeting to be held from 5:00 p.m to 7:00 p.m. at the Troy High School Library, 101 Trojan Drive, Troy, ID on Monday, July 27, 2015. The purpose of this special meeting is as follows:**

- 1. Community Input – Budget Items for Supplemental Levy of \$995,000**

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

**Dated this 21st day of July 2015  
Theresa Priebe  
Clerk, Board of Trustees**

**TROY SCHOOL DISTRICT NO. 287  
SPECIAL MEETING OF THE BOARD OF TRUSTEES  
JULY 27, 2015 5:00 -7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

**Call to Order:** Dana Hoskins called the Special Meeting to order at 5:00 p.m.

**Members Present:** Dana Hoskins, David Aiken

**Administrators Present:** Theresa Priebe, Clerk

Chair Dana Hoskins explained to the patrons that this gathering was to give community input through an activity process to place six stickers next to the Programs/Positions and School Activities/Advisors in which each participant felt was high priority items that he or she felt should come back into the budget should the Supplemental Levy pass on August 25, 2015 and then patron would be free to leave. Instructions were to place one dot per line. The Board of Trustees will review the activity input at its Special Meeting to be held on Monday, August 3, 2015 at 7:00 p.m.

Community input activity was finished at 7:00 p.m. and Chair Dana Hoskins adjourned at 7:00 p.m.

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**Dana Hoskins, Chair**

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**Clerk**



# **NOTICE OF SPECIAL MEETING**

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

**NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Board of Trustees of said district has called a special meeting to be held at 7:00 p.m. at the Troy High School Library, 101 Trojan Drive, Troy, ID on Monday, July 20, 2015. The purpose of this special meeting is as follows:**

- 1. Board Workshop -- Itemization of Budget for Supplemental Levy of \$995,000**

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

**Dated this 14<sup>th</sup> day of July 2015  
Theresa Priebe  
Clerk, Board of Trustees**

**TROY SCHOOL DISTRICT NO. 287  
SPECIAL MEETING OF THE BOARD OF TRUSTEES  
JULY 20, 2015 7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

**Call to Order:** Dana Hoskins called the Special Meeting to order at 7:00 p.m.

**Members Present:** Dana Hoskins, James Fry, Kyle Osborn, David Aiken

**Administrators Present:** Christy Castro, Superintendent; Theresa Priebe, Clerk

Amendment to the Agenda to include #2 – Set Budget Hearing Date, if Levy Passes; and #3 – Set Follow-up Date to Conclude Budget Recommendations if Levy Passes. With time constraints in getting the proposed amended budget published and to have community input on the proposed budget items, these additional items were added to the Agenda. James Fry moved to amend and approve the Agenda as presented. David Aiken seconded. All voted aye. Motion carried.

- 1. Board Workshop:** Input was given from each board member regarding the list of items presented at the last Board meeting on area of importance for consideration in putting back into the budget if the supplemental levy passed.
- 2. Set Budget Hearing Date, if Levy Passes:** James Fry moved to set the Budget Hearing date for August 27, 2015 at 7:00 at the Troy HS Library if the Supplemental Levy passes on August 25, 2015. David Aiken seconded. All voted aye. Motion carried.
- 3. Set Follow-up Date to Conclude Budget Recommendation if Levy Passes:** Chair Dana Hoskins called for a Community Input meeting to be scheduled July 27, 2015 from 5:00 p.m. to 7:00 p.m.

James Fry moved to schedule a Special Meeting on August 3, 2015 at 7:00 p.m. at the Troy HS Library to follow up on the recommendations for the levy of \$995,000. David Aiken seconded. All voted aye. Motion carried.

Meeting adjourned at 8:43 p.m.

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**Dana Hoskins, Chair**

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**Clerk**

TROY SCHOOL DISTRICT #287  
BOARD OF TRUSTEES ANNUAL MEETING  
Monday, July 13, 2015 – 7:00 p.m.  
Troy High School Library

AGENDA

1. Call to Order
  - A. Attendance
  - B. Adopt Agenda
2. Approve Minutes
3. Annual Meeting (per Policy 1200)
  - A. Swearing in of Elected Trustees
  - B. Election of a Chair and Vice-Chair
  - C. Election of a Clerk/Treasurer/Business Manager
  - D. Designation of Official Newspaper and Posting Places
  - E. Designation of regular monthly School Board meetings for 2015-2016
  - F. Adopt Policy Manual as it Exists
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. Superintendent's Report
  - C. Board Chairman's Comments
7. Action Items
  - A. Approve District Check Signing Personnel
  - B. Approve Special Meeting Date
  - C. Approve Amended School Calendar
  - D. Approve ISBA Board Training
  - E. Designate Negotiation Team Member
8. Policy Items
  - A. None
9. Executive Session
  - A. I.C. 74-206(1)(c)-Labor Negotiations
10. Other Business
11. Adjourn

**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES ANNUAL MEETING  
JULY 13, 2015 7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the meeting to order at 7:01 p.m.
  - A. Members Present:** Dana Hoskins, James Fry, Wendy Fredrickson, Kyle Osborn, David Aiken
  - Administrators Present:** Christy Castro, Superintendent; Theresa Priebe, Clerk
  - B. Adopt Agenda:** Amended to add item 7 F Reschedule August 2015 Board meeting date. By unanimous consent, the agenda was approved as amended.
2. **Approve Minutes:** Wendy Fredrickson moved to approve the Budget Hearing minutes of June 15, 2015; Regular Meeting minutes of June 15, 2015; Special Meeting minutes of June 24, 2015; and Special Meeting minutes of June 30, 2015. James Fry seconded. All voted aye. Motion carried. Note: Dana Hoskins, Wendy Fredrickson, and James Fry approved the minutes under old business.
3. **Annual Meeting (per Policy 1200):** Wendy Fredrickson moved to elect Dana Hoskins to remain Board Chair for the 2015-16 school year. James Fry seconded. All voted aye. Motion carried. Wendy Fredrickson moved to elect James Fry as Vice Chair of the Board for the 2015-16 school year. David Aiken seconded. All voted aye. Motion carried. Wendy Fredrickson moved to elect Theresa Priebe as Clerk and Treasurer. James Fry seconded. All voted aye. Motion carried. James Fry moved to designate the Moscow-Pullman Daily News as the District's official newspaper and the following posting places: District Website, District Office, Post Office, Umpqua Bank, High School, Elementary School, and the Moscow-Pullman Daily Newspaper. Wendy Fredrickson seconded. All voted aye. Motion carried. Wendy Fredrickson moved to schedule the regular meetings of the school board at 7:00 p.m. each second Monday of every month at the Troy High School Library. James Fry seconded. All voted aye. Motion carried. James Fry moved to adopt the Policy Manual as it exists. David Aiken seconded. All voted aye. Motion carried.
4. **Public Comments:** Corey Chapman asked that the Board consider allowing him to use the Troy School logo (Trojan head) at his place of business on merchandise to promote school/community spirit. Mandi Braun asked that an explanation be given as to why the state reimbursement for teacher salaries was not provided on the reduction in force list and how the \$870,000 was calculated. An unidentified patron asked if the Troy Talk could be a source for posting meetings. Wendy Fredrickson inquired if the District would still have the ability to apply for Perkins funds.
5. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Bills paid totaling \$354,445.53.
6. **Information Items:** Budget reports included the District Financial Report, and the Medical Insurance Pool report for June 2015. Superintendent's Report included an update of the enrollment projection for the 2015-16 school year projecting 17 kindergarten children entering with 29 students recently graduated. 19 students will enter 7<sup>th</sup> grade. The District may experience less funding if the enrollment keeps dropping. Supt. Christy Castro presented the SBAC results for Troy HS and Troy Elementary schools. Supt. Christy Castro reviewed with the Board a Budget Worksheet she drafted for consideration in budgeting the \$995,000 if the levy passes in August. Dana Hoskins asked each Board Member to consider two to three projects for financial savings for implementing this school year such as considering moving the district office to the school campus, pay to play, student projects, consortium travel with other districts, or looking into a 4-day week.
7. **Action Items:**
  - A. Approve District Check Signing Personnel:** James Fry moved to approve the check signing personnel as presented for the 2015-2016 school year: District would include Superintendent, Business Manager/Clerk, High School Principal, Board Chair, and Board Vice Chair. Troy Elementary School would include Principal, Secretary, and District Secretary. Troy High School would include Principal and Secretary. Wendy Fredrickson seconded. All voted aye. Motion carried. (See attached list)
  - B. Approve Special Meeting Date:** Wendy Fredrickson moved to hold a Special Meeting on Monday, July 20, 2015 at 7:00 p.m. at the Troy HS Library to discuss budget items. All voted aye. Motion carried.
  - C. Approve Amended School Calendar:** James Fry moved to approve the amended school calendar for 2015-2016 as presented. Wendy Fredrickson seconded. All voted aye. Motion carried. Changes included are: Start date is September 9; Spring Break April 4-8, 2016; Last day of school is June 9, 2016; fewer collaboration days.
  - D. Approve ISBA Board Training:** James Fry moved to approve participation in the ISBA Board Training. Wendy Fredrickson seconded. All voted aye. Motion carried. State Dept. of Education will reimburse up to \$4000 of training.

- E. Designate Negotiation Team Member:** James Fry moved to designate Wendy Fredrickson as a negotiation team member to replace John Menter. Kyle Osborn seconded. All voted aye. Motion carried.
- F. Reschedule August Board Meeting Date:** Wendy Fredrickson moved to change the regular meeting date of August 10, 2015 to August 17, 2015 at 7:00 p.m. at the Troy HS Library. James Fry seconded. All voted aye. Motion carried.
- 8. Policy Items:** None
- 9. Executive Session**
- A. I.C. 74-206(1)(c)-** Wendy Fredrickson moved to go into Executive Session at 8:32 p.m. per ID Code 74-206(1)(c) to conduct deliberations regarding labor negotiations. James Fry seconded. A roll call vote was taken: David Aiken-aye; Kyle Osborn-aye; James Fry-aye; Wendy Fredrickson-aye; Dana Hoskins-aye. Motion carried. The Board came out of Executive Session at 8:41 p.m. No action taken. Regular meeting back in session at 8:42 p.m.
- 10. Other Business:** None
- 11. Adjournment:** Meeting adjourned at 8:43 p.m. by unanimous consent.

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Dana Hoskins, Chair

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Clerk

**Supplemental Information:**

**Action Item 7 A: Approve District Check Signing Personnel**

District would include:

Board Chair Dana Hoskins  
Board Vice Chair James Fry  
Superintendent Christy Castro  
Business Manager/Clerk Theresa Priebe  
High School Principal Brad Malm

Troy Elementary School would include:

Principal Klaire Vogt  
Secretary Senica Cannon  
District Secretary Suzette Acord

Troy High School would include:

Principal Brad Malm  
Secretary Janet Schetzle