

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, June 11, 2018 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. **Public Hearing: Proposed FY2018-19 Budget: 7:00 p.m**
3. Public Comments
4. Approve Consent Agenda
 - a. Minutes
 - b. Bill Payments
 - c. Classified personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Superintendent's Report
 - d. Board Chairman's Comments
6. Action Items
 - a. Ratify Negotiated Agreement
 - b. Accept Levy Election Results
 - c. Hire Contracted Teachers 2018-19
 - d. Approve Supplemental Contracts
 - e. Hire Extra Curricular Assignments (Including Head and Assistant Coaches)
 - f. Transfer of Funds
 - g. Approve Budget for school year 2018-19.
 - h. Consider August and November 2018 Supplemental Levy Elections
 - i. Consider Staff Bonus
 - j. Approve date for July Board Meeting
 - k. Approve Hayden & Ross Certified Public Accountants for TSD #287 Financial Auditor for Fiscal Years 2018-19 through 2021-2022.
 - l. Approve Certificated Teacher Resignation
 - m. Approve hiring of certificated staff position
7. Policy Items
 - a. Approve – Revision 3060 Students: Education of Homeless Children
 - b. Approve – Revision 5710 Personnel: Paraprofessionals, Teachers' Aides, and Para educators
 - c. Approve – Revision 7400 Financial Management: Purchasing
 - d. First Reading – Policy 2580 Instruction: Use Animals in Educational Programs
 - e. First Reading – Policy 2580F Instruction: Student Permission for Exposure to Animals
 - f. First Reading – Policy 2580P Instruction: District Procedure on Dissection of Animals
 - g. First Reading – Policy 8800 Non-instructional Operations: Drones
 - h. First Reading – Policy 6101 Administration Superintendent Leave
8. Board Member Input for Future Agenda Items
9. Adjourn

Troy School District #287 Mission:

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

Goals:

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

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES MEETING
JUNE 11, 2018 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the Regular Meeting to order at 7:01 p.m.
- A. Members Present:** Dana Hoskins, James Fry, David Aiken, Wendy Fredrickson, Kyle Osborn
- Administrators Present:** Supt/Principal Brad Malm; Theresa Priebe, Clerk
- B. Adopt Agenda:** By unanimous consent, the agenda was approved as presented.
2. **Public Hearing: Proposed FY2018-19 Budget:** Supt. Brad Malm reviewed the line item budget with the Board.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, Consent Agenda was approved. Items approved: Regular Board Meeting minutes of May 14, 2018; Bills paid totaling \$283,840.41; and disposal of printers, computers, and monitors. Thank You note from Kelly Scholarship recipient and Negotiations minutes of May 17, 2018.
5. **Information Items:** Budget reports included May 2018 ASB financial reports; District Financial Report, Medical Insurance Pool, and Food Service Report. Enrollment is 259. Superintendent's report included: Attending the public school funding formula committee on June 20, 2018; ISBA's Summer Leadership Institute is July 25th at Lapwai; the teachers too part in the Tyler SIS training on June 5th; Four members attended the Istations workshop in Lewiston June 11th; Update on the School Nurse issue; Reviewed the 2018 ISAT by Smarter Balance results with the Board; the Parking Lot lights are upgraded; and gave an update on the TES sidewalk project. Board Chair Dana Hoskins had no comments.
6. **Action Items**
 - A. Ratify Negotiated Agreement:** Wendy Fredrickson moved to ratify the Negotiated Agreement for the 2018-19 School Year. David Aiken seconded. 3 yes; 2 abstained. Kyle Osborn and James Fry recused themselves due to conflict of interest. Motion carried.
 - B. Accept Levy Election Results:** James Fry moved to accept the May 15, 2018 Election results as canvassed by Latah County Board of Commissioners dated May 18, 2018. David Aiken seconded. All voted aye. Motion carried..
 - C. Hire Contracted Teachers 2018-19:** James Fry moved to hire the Renewable, Category 3, and Category 2 contracted teachers as presented. Wendy Fredrickson seconded. 4 voted aye. 1 abstained. Motion carried. Kyle Osborn recused himself from voting due to conflict of interest.
 - D. Approve Supplemental Contracts:** David Aiken moved to approve the supplemental contracts for Sam Hoffman for 30 days and Shannon Morris for 7 days and to be paid from the following accounts—Shannon Morris to be paid from general fund and Sam Hoffman to be paid from Career Technical Education (CTE) fund. James Fry seconded. All voted aye. Motion carried.
 - E. Hire Extra-Curricular Assignments (Including Head and Assistant Coaches):** James Fry moved to approve the hiring of all extra-curricular assignments for the 2018-19 school year as presented. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - F. Transfer of Funds:** Wendy Fredrickson moved to approve transferring \$1,146.15 from Fund 310 to Fund 311. Kyle Osborn seconded. All voted aye. Motion carried.
 - G. Approve Budget for School Year 2018-19:** James Fry moved to approve the fiscal year 2018-2019 budget. David Aiken seconded. All voted aye. Motion carried.
 - H. Consider August and November 2018 Supplemental Levy Elections:** Kyle Osborn moved to not run a supplemental levy election in August and November 2018. James Fry seconded. All voted aye. Motion carried.
 - I. Consider Staff Bonus:** Wendy Fredrickson moved to approve a 1% bonus for all staff using the District's first year's base salary on the salary schedule. David Aiken seconded. 3 yes. 2 abstained. Motion carried. James Fry and Kyle Osborn recused themselves from voting due to conflict of interest. To be paid from 2017-2018 funds.
 - J. Approve Date for July Board Meeting:** James Fry moved to approve changing the July Annual Meeting from Monday July 9, 2018 to Monday, July 16, 2018 at 7:00 p.m. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - K. Approve Hayden & Ross Certified Public Accountants for TSD #287 Financial Auditor for Fiscal Years 2017-2018 through 2021-2022:** Wendy Fredrickson moved to approve the contract with Hayden & Ross to perform the school district audits for fiscal years 2017-18 through 2021-22. James Fry seconded. All voted aye. Motion carried.
 - L. Approve Certificated Teacher Resignation:** James Fry moved to approve the resignation of Mrs. Mitzi Wright. David Aiken seconded. All voted aye. Motion carried.
 - M. Approve Hiring of Certificated Staff Person:** James Fry moved to approve the committee's recommendation to hire Joan Cinkovich for the English position. Kyle Osborn seconded. All voted aye. Motion carried.

7. Policy Items:

- A. Approve Revision 3060 Students: Education of Homeless Children:** James Fry moved to approve the revision of Policy 3060 as amended. Wendy Fredrickson seconded. All voted aye. Motion carried.
- B. Approve Revision 5710 Personnel: Paraprofessionals, Teachers' Aides and Para educators:** Kyle Osborn moved to approve the revision of Policy 5710 as amended. David Aiken seconded. All voted aye. Motion carried.
- C. Approve Revision 7400 Financial Management: Purchasing:** James Fry moved to approve the revision of Policy 7400 as amended. Wendy Fredrickson seconded. All voted aye. Motion carried.
- D. First Reading:** Policy 2580 Instruction: Use Animals in Educational Programs
- E. First Reading:** Policy 2580F Instruction: Student Permission for Exposure to Animals
- F. First Reading:** Policy 2580P Instruction: District Procedure on Dissection of Animals
- G. First Reading:** Policy 8800 Non-Instructional Operations: Drones
- H. First Reading:** Policy 6101 Administration: Superintendent Leave
- 8. Board Member Input for Future Agenda Items:** Review Policy items to be considered for classified staff Association Leave and staff Emergency Leave as discussed in negotiations.
- 9. Adjourn:** Meeting adjourned at 8:19 p.m.

Dana Hoskins, Chair

Theresa Priebe, 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, May 17, 2018. The purpose of this special meeting is as follows:

- 1. 7:00 p.m. – 9:00 p.m. Board Training**

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

**Dated this 11th day of May 2018
Theresa Priebe
Clerk, Board of Trustees**

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, May 14, 2018 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Education Presentation:
3. Public Comments
4. Approve Consent Agenda
 - a. Minutes
 - b. Bill Payments
 - c. Classified personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Principal's Reports
 - d. Superintendent's Report
 - e. Board Chairman's Comments
6. Action Items
 - a. Approve Use of Protective Equipment
 - b. Approve Audit RFP
 - c. Approve Kelly Scholarship Recipients
 - d. Approve Head Boys' Basketball Coach
 - e. Approve Certificated Teacher Resignation
 - f. Approve District Insurance – Moreton and Co
 - g. Approve Ramsdale Financial Statement
 - h. Approve Alternate Authorizations
7. Board Member Input for Future Agenda Items
8. Adjourn

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES MEETING
MAY 14, 2018 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the Regular Meeting to order at 7:00 p.m.
- A. Members Present:** Dana Hoskins, James Fry, David Aiken, Wendy Fredrickson
- Administrators Present:** Supt./Principal Brad Malm; Elementary Principal Klaire Vogt; Theresa Priebe, Clerk
2. **Adopt Agenda:** By unanimous consent, the agenda was approved as presented.
3. **Education Presentation:** Mrs. Stoner's TES and TJSHS music students performed songs. Mrs. Stoner stated that 68% of the student body participates in music.
4. **Public Comments:** None
5. **Approve Consent Agenda:** By unanimous consent, Consent Agenda was approved. Items approved: Regular Board Meeting minutes of April 9, 2018; Bills paid totaling \$287,033.00; and disposal of sleeveless set of baseball uniforms that will be donated to a Troy Babe Ruth team.
6. **Information Items:** Budget reports included April 2018 ASB financial reports; District Financial Report, Medical Insurance Pool, Food Service Report, Kelly Scholarship Fund, and Ramsdale financial report of 12/31/17. Supt. Brad Malm presented the preliminary General Fund draft budget for 2018-2019 and highlighted and explained the increase in line items necessary to complete the maintenance and operations of the District for next school year. The 2018-2019 budget is a 3% increase over last year. Enrollment is 259. Elementary Principal's report; HS Principal's report. Superintendent's report included: Superintendent attended the Law Conference April 23-24, 2018; Supplemental Levy election is May 15, 2018; School Board training scheduled for May 17, 2018; no health nurse services for the 2018-19 school year from NCHD; reviewed 2017 SBAC results and Troy was 8th in English/Language/Arts and 6th in Math in the State; Shelter in Place kits were delivered to the schools; the parking lot lights will be replaced May 30-31, 2018 with LED lights; TES sidewalk project to begin June 4, 2018; TES fence will be installed by Valley Acres from Lewiston; the parking lot seal coat and striping will be done after the other projects are completed. Board Chair Dana Hoskins requested that the policy for superintendent vacation days be brought back for review.
7. **Action Items**
 - A. Approve Use of Protective Equipment:** James Fry moved to approve the use of the protective equipment and uniforms for the Salmon River football camp from Jun 7-10, 2018. David Aiken seconded. All voted aye. Motion carried.
 - B. Approve Audit RFP:** James Fry moved to approve the Request for Proposal for professional auditing services for a length of five years as per RFP. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - C. Approve Kelly Scholarship Recipients:** James Fry moved to approve the Kelly Scholarship award amount of \$1,012.75 for the following recipients—Whitney Fredrickson, JeaDa Lay, Abby Blum, Leah Bafus. David Aiken seconded. 3 voted aye. 1 abstained. Motion carried. Wendy Fredrickson abstained from voting due to conflict of interest.
 - D. Approve Head Boys' Basketball Coach:** David Aiken moved to approve Kelly Carlstrom for the 2018-19 Head Boys' Basketball coaching position. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - E. Approve Certificated Teacher Resignation:** James Fry moved to approve the resignation of Mrs. Joan Cinkovich. David Aiken seconded. All voted aye. Motion carried.
 - F. Approve District Insurance—Moreton & Co:** Wendy Fredrickson moved to approve the District insurance with Moreton & Company for the 2018-2019 school year. James Fry seconded. All voted aye. Motion carried.
 - G. Approve Ramsdale Financial Statement:** Wendy Fredrickson moved to approve the Ramsdale Financial Statement as presented. David Aiken seconded. 3 voted aye. 1 abstained. Motion carried. James Fry abstained due to conflict of interest. Supt. Brad Malm disclosed that Mr. Ramsdale gifted \$550,000 to Troy School District for scholarships. \$600,000 in scholarships have been awarded to date.
 - H. Approve Alternate Authorizations—Content Specialist for Special Ed Teacher and Secondary Teacher:** David Aiken moved to approve the Alternate Authorizations for Mallory Cox and Mr. Kelly Carlstrom for the 2018-19 school year.
8. **Board Member Input for Future Agenda Items:** Policy for superintendent vacation leave and seven policies next month.
9. **Adjourn:** Meeting adjourned at 8:26 p.m.

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 6:00 p.m. at the Troy Elementary School Library, 103 Trojan Drive, Troy, ID on Wednesday, April 25, 2018. The purpose of this meeting is as follows:

- 1. Negotiations**

**Dated this 20th day of April 2018
Theresa Priebe
Clerk, Board of Trustees**

NEGOTIATION MINUTES
APRIL 25, 2018
TROY ELEMENTARY SCHOOL

District Members: James Fry, Negotiator; Dana Hoskins; Brad Malm, Supt.; Theresa Priebe, Clerk
TEA Members: Alison Bohman, Negotiator; Crystal Tibbals

James Fry called the meeting to order at 6:00 p.m. and everyone introduced themselves around the table.

James Fry stated first of all, I would just like to say, we would like to meet after the levy is done once a week until it's complete so that we can just continue to work through things, hopefully no more than an hour at a time unless it's agreed upon by both parties. If we're into to a discussion where we say let's keep discussing that, then if it's agreed upon, then we can stay a little bit longer. Is that in agreement with you?

Alison Bohman stated sure. So, you're saying instead of actually starting tonight, that we will....

James Fry stated we'll still start tonight and exchange lists and what not. But, until the levy passes..

Alison Bohman stated we'll kinda hold off until then...

James Fry stated we'll hold off and then we'll start meeting at a regular timeframe. If that makes sense.

Alison Bohman and Crystal Tibbals both stated yes, that will work.

James Fry stated so, do you have your list?

Alison Bohman stated we do have our list.

Alison Bohman and James Fry exchanged lists.

Long pause.....teams reading lists.

Alison Bohman stated do you want me to just read through our list so that it's on record.

James Fry stated sure.

Alison Bohman stated TEA proposes the following: Reinstate the 2017-2018 Master Agreement for 2018-2019 with the following proposed changes: a. Movement on the salary schedule (steps and lanes); b. Salary Increase-3% on base that would apply to all employees; c. Change Bereavement Leave to Emergency Leave; and d. Change Association Leave so all members (certified and classified) can access it.

James Fry stated so we both are writing down the same thing. So, can you give us a definition for the difference between bereavement leave and emergency leave?

Alison Bohman stated right. I'll use my example. So, after the house fire what kind of leave do I use? You know, I ended up using sick leave but really, you know, was I sick? No, not really. Could I come back to

work? No, because I was trying to find a place to live. Should it be personal leave? So, we were thinking that if we change that to emergency leave, maybe that would compensate for something like a house fire. What else did we come up with?

Crystal Tibbals stated that we talked about like end of life situations. I had a situation where my father was very, very ill with cancer and he wanted to take a trip as a family and it was like....what? We worked it out and it was fine. But it would be something with extenuating circumstances. It could be something that could be accessed.

Alison Bohman stated that there was something else that somebody brought up and now, I'm drawing a blank, but, that's kinda what we were getting at. It wouldn't have to be called emergency leave. It could be whatever, but

Crystal Tibbals stated that is what the U of I uses. They have an emergency leave. I think WSU has a similar policy that was used. They don't have a bereavement policy; they have an emergency leave policy. That's where that term came from.

James Fry stated and then, change association leave so all members can access it.

Alison Bohman stated right now it's just for certified. And, what we run into is for that the Delegate Assembly, Kim Espy has been going to that and she can't access this leave to attend it.

Crystal Tibbals stated that there is also more trainings that being developed for the support personnel. There are just professional development things that help to enhance them as educators and as team members. It would be great to build in some kind of accessibility for them.

Alison Bohman stated right.

Crystal Tibbals stated because it is their professional education.

James Fry stated and then, correct me if I am wrong, I know that you put here salary increase 3%. The increase will apply to all employees. You can only negotiate for the teachers

Alison Bohman stated right.

James Fry stated correct? Ok. I just wanted it clarified. That when you say all employees, you're talking all teachers.

Alison Bohman stated we like to add in all employees because the Board has been very good in the past about extending it to all employees. We understand.

James Fry stated but you understand you're negotiating for the teachers.

Alison Bohman stated we do.

James Fry stated do you have any questions further?

Alison Bohman stated no.

James Fry stated so now I'm not going to read ours out loud because it's too long.

Very long pause.....Alison Bohman and Crystal Tibbals reading the District's list of items silently. The items from the District included: 1) Insert 2018-19 Procedural Agreement at the beginning of the Master Agreement; 2) Remove Section 9.02 Cash in Lieu; and 3) Insert 2018-19 Language below Page 1 after signatures. Here is the complete list:

Troy School District #287 2018-19 Negotiated Items

1) Insert 2018-19 Procedural Agreement At the Beginning of the Master Agreement

TROY District & Association PROCEDURAL AGREEMENT 2018-2019

This agreement entered into by the Board of Trustees of the Troy School District #287 (hereafter referred to as the Board) and the Troy Education Association (hereafter referred to as the Association), pursuant to the laws of the State of Idaho, and aforementioned parties agree to as follows:

1. Definitions (per Idaho Code 33-1272):

"Professional Employee" means any certificated employee of a school district, provided however, that administrative personnel including superintendents, supervisors or principals and those employed pursuant to Idaho Code 33-1004 H are excluded from the professional employee group for the purposes of negotiations.

"Local education organization" means any local district organization duly chosen and selected by fifty percent (50%) plus one (1) of the professional employees, defined above, as their representative organization for negotiations.

"Negotiations" means publicly meeting and conferring in good faith by a local board of trustees and the authorized local education organization, or the respective designated representatives of both parties for the purpose of reaching an agreement, upon matters and conditions subject to negotiations as specified in a negotiation agreement between said parties. For the purpose of this section, "good faith" means honesty, fairness and lawfulness of purpose with the absence of any intent to defraud, act maliciously or take unfair advantage or the observance of reasonable standard of fair dealing.

2. Bargaining Units:

The Board recognizes the Association as the exclusive bargaining representative of all professional employees as defined herein.

3. Negotiations:

3-1. The local education organization shall provide proof of selection for representation obtained in the last two (2) years. Such proof must be provided on or before February 28th of each year. The signatures presented must be current professional employees in order to be valid for purposes of negotiations.

3-2. Five (5) days prior to the first negotiations session, the Association will submit complete written proposals to the Board.

- 3-3. The District and the Association agree to negotiate salaries, the salary schedule, health and accident insurance, major medical insurance, extra-curricular pay, sick leave, personal leave, professional leave and communication.

4. Meetings:

- 4-1. Both parties agree the first negotiations meeting will occur the second week of March.
- 4-2. Negotiations shall commence at a time and place agreeable to the negotiators for each party prior to the first meeting.
- 4-3. The Board shall appoint a recording secretary who may sit at the bargaining table to take minutes of the sessions. Each team will be provided a copy of the minutes within five (5) days of the negotiation session. The recording secretary may tape record negotiation sessions.
- 4-4. Each succeeding meeting time, place and date will be agreed upon at the close of the preceding meeting.
- 4-5. The length of each meeting session will not exceed one (1) hour unless the parties mutually agree to extend the time. Any such agreement shall be included in the minutes.
- 4-6. Regular negotiations will not be conducted during the school day.
- 4-7. Either party may call a recess.

5. Negotiation Teams:

- 5-1. The negotiating team for each party shall consist of no more than three members, one of who shall be selected as chief negotiator. Only the chief negotiator for each party may bargain on behalf of their negotiation team. Either party may, with the consent of the other, invite an outside advisor to speak to specific issues.
- 5-2. All Sessions must be open.

6. Signed Agreements:

Proposals, which are tentatively agreed to, shall be initialed by the chief negotiator of both negotiations teams at the session in which they agree.

7. Dispute Resolutions:

- 7-1. If, on May 1st, a dispute exists concerning unresolved items under 3-3 above, mediation under the auspices of the Federal Mediation and Conciliation Service shall be utilized to help resolve the dispute. Prior to May 1, either party may request mediation.
- 7-2. At the time mediation is requested, the party declaring impasse must identify the areas of dispute in writing to the other party.
- 7-3. Cost of a mediator, if any shall be shared equally by both parties involved.

8. Ratification:

All items agreed to by both negotiating teams are tentative until ratified by the Association and the Board. Ratification shall be on the entire package only.

9. Term of Agreement (Idaho Code 33-1275):

(1) All agreements, by any name or title, entered into pursuant to the provisions of this act, shall have a one (1) year duration of July 1 through June 30 of the ensuing fiscal year. The parties shall not have the authority to enter any agreement negotiated under the provisions of this act that has any term that

allows for such agreement or any provision of such agreement to be in any force or effect for multiple years or indefinitely, or otherwise does not expire on its own terms on or before June 30 of the ensuing fiscal year.

(2) Notwithstanding the provisions of subsection (1) of this section, upon mutual ratification, any item other than compensation and benefits as defined in subsection (3) of this section of any agreement entered into pursuant to this act may have a non-rolling two (2) year duration with a designated start date and end date. A second year term for any item not defined in subsection (3) of this section cannot be added, automatically or by mutual consent, back into the agreement after the expiration of the first year but rather may be addressed by the parties at the expiration of the end date of the two (2) year term.

(3) For purposes of this agreement, "compensation" means salary and benefits for professional employees. "Benefits" means employee insurance, leave time and sick leave benefits.

2) Remove Section 9.02

SECTION 9.0 – MEDICAL INSURANCE

9.01 Insurance

The Board agrees to pay the full premium cost for major medical, vision and dental insurance for the employee only. Agreed deductible for the 2017-2018 school year is \$2,000 with a \$1,500 buy-down by the district amounting in a \$500 deductible. The employee will also assume the cost of the 10% co-pay for a maximum employee responsibility of \$650.00.

REMOVE

~~9.02 Cash-in-Lieu~~

~~An employee hired before July 1, 2002 may elect to receive cash in lieu of medical insurance if they are covered under their spouse's group insurance. The payment of cash in lieu of medical insurance will be calculated as follows: The employee cost of health insurance, dental and vision from which shall be deducted the employer's share of Social Security and Medicare, the PERSI employer's share, and the PERSI unused sick leave contribution.~~

Rationale

An employer's offer of cash-in-lieu of health (or other) benefits to employees is not per se a violation of the law, but the manner in which it's being offered at Troy SD gives us at The Murray Group concern. The first issue is that the only way to offer cash-in-lieu legally is to do so within a properly formed and managed Section 125 cafeteria plan. This means that the option of cash-in-lieu must be part of a written plan that includes all the options available to employees, including for example, health, disability, and other benefits. Here, Troy SD does not have a written Section 125 plan, and the option of cash-in-lieu is not available to all employees.

The second issue is that, absent a Section 125 plan, a cash-in-lieu option almost certainly defaults in the law's eyes to a health reimbursement account (HRA). Under current ACA rules, an HRA in most cases must be connected to a health plan that meets other ACA requirements

(e.g., offers essential health benefits, etc.). In addition to defeating the purpose of a cash-in-lieu option, the default application of the HRA rules pose potential liabilities, such as violations of the tax code (assuming the cash-in-lieu option is not included as taxable income), violations of ACA rules prohibiting annual and lifetime maximums on health benefits, violations of state insurance code regarding the need to draft and distribute a properly formed plan document, and violations of the HIPAA nondiscrimination rules (i.e., offering benefits to certain employees while not offering them to others).

These concerns are significant enough for us to suggest that Troy SD revisit its policy of offering cash-in-lieu and either end the practice, or, with our help, craft a different version of the offering to comply with applicable law.

Potential Cost Breakdown of adding Cash-in-lieu to Section 125 plan Language

- Adding language for Cash in Lieu to Section 125 = \$2,000.
- Currently 2 employees receive Cash in Lieu = \$1291.90 per month = \$15,502.80 per year
- Predicting 7 employees would leave current medical plan and take Cash in Lieu = \$4,521.65 per month = \$54,259.80 per year
- Anticipate an additional 14 people that currently do not have medical paid by Troy SD would be entitled to Cash in Lieu = \$9,043.30 per month = \$108,520 per year + PERSI 20.13% = \$131,450.28 added cost to the district.
- Total estimated cost for all Cash in Lieu = \$203,212.88 yearly, this is a \$133,450.28 increase to current yearly cost.

3) Insert 2018-19 Language Below Page 1 Following Signatures

The invalidity or unenforceability of any provision of this Agreement shall not affect the validity or enforceability of any other provision. Any invalid or unenforceable provision shall be deemed severed from this Agreement to the extent of its invalidity or unenforceability, and this Agreement shall be construed and enforced as if the Agreement did not contain that particular provision to the extent of its invalidity or unenforceability.

Alison Bohman stated so, just to clarify. Are you proposing adding language in that states \$2000 for the Cash in Lieu? Am I reading that correctly?

James Fry stated so my understanding is, correct me if I'm wrong Brad. With the Cash in Lieu, you have to have it under the Section 125 Plan. So, if it went to where we had to have a 125 Plan, that language would be added for Cash in Lieu in Section. That Section is not in there right now. We would have to add that in and it costs \$2000 to add that in.

Alison Bohman stated I see.

Brad Malm stated exactly.

James Fry stated I have one more clarifying question when you are done. So, you are talking about this Bereavement leave to Emergency leave. So, in the Master Contract, it talks about Emergency Duty Leave. You would have an Emergency Duty Leave and then an Emergency Leave that would be a new section, correct?

Alison Bohman stated emergency duty leave, I think, applies to EMT's, police....

James Fry stated police, fire and all that.

Alison Bohman stated yes.

James Fry stated I just wanted to clarify that wasn't where you were gonna...

Alison Bohman stated and that's where I am saying, maybe we'd want to call it something different so that the two aren't confused. I don't know. I'm not sure about that.

James Fry stated okay. Do you have any other questions for us for clarification points?

Alison Bohman stated I don't think at this point I do.

James Fry stated do you want to break for 10 minutes, go talk a little bit, and then we'll come back. Will that work?

Alison Bohman stated sure. That sounds good.

Both teams went to caucus at 6:10 p.m.

Both teams returned to the table at 6:32 p.m.

James Fry stated just to repeat, do you have any additional questions for us?

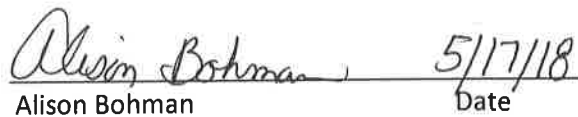
Alison Bohman stated I don't think so at this point. It's just going to take us a while to read through all the information here.

James Fry stated I don't have any further questions either so if we could set a time for after the 15th correct?

Next meeting is scheduled for May 17 at 6:00 p.m. at the Elementary School Library.

The meeting was dismissed at 6:38 p.m.


James Fry Jr. Date


Alison Bohman Date

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, April 9, 2018 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Education Presentation:
3. Public Comments
4. Approve Consent Agenda
 - a. Minutes
 - b. Bill Payments
 - c. Classified Personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Principal's Reports
 - d. Superintendent's Report
 - e. Board Chairman's Comments
6. Action Items
 - a. Approve 2019-20 School Calendar
 - b. Appoint Board Negotiators
 - c. Approve BPA Travel to National Convention, May 9-13, 2018
 - d. Approve Date for Fiscal Year 2018-2019 Budget Hearing
 - e. Approve purchase of Tyler Technologies Tyler Student Information System SIS
 - f. Approve Date for School Board Training
 - g. Approve the Mass Mailing of the Supplemental Levy Information
7. Board Member Input for Future Agenda Items
8. Adjourn

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES MEETING
APRIL 9, 2018 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the Regular Meeting to order at 7:00 p.m.
 - A. **Members Present:** Dana Hoskins, James Fry, David Aiken via telephone, Wendy Fredrickson, Kyle Osborn
 - Administrators Present:** Supt./Principal Brad Malm; Elementary Principal Klaire Vogt; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** By unanimous consent, the agenda was approved as amended. Item added to 4c-Resignation of Coach
2. **Education Presentation:** Thomas Noppe updated the Board of Trustees with information pertaining to the wireless technology that is currently managed by ENA. The State Dept. of Education is ending funding at the end of this fiscal year. The District can continue to have ENA manage the system for the next two years for the cost of approximately \$5700 and then the equipment will be the District's. The State Dept. of Education has allocated additional Classroom Technology funds to help pay for the service for next fiscal year. The access points at the Elementary School are getting to the point of not being able to accommodate all of the extra technology being used. More chrome books and wireless devices are being accessed. Mr. Noppe submitted a Form 471 for a proposed upgrade to the Elementary School WiFi and will let Mr. Malm know if the application has been approved or not when he is notified.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, Consent Agenda was approved as amended. Items approved: Regular Board Meeting minutes of March 12, 2018; Bills paid totaling \$246,626.79; and resignation of boys' basketball head coach.
5. **Information Items:** Budget reports included March 2018 ASB financial reports; District Financial Report, Medical Insurance Pool and Food Service Report. Enrollment is 262. Elementary Principal's report; HS Principal's report. Superintendent's report included: Superintendent will be attending the Law Conference April 23-24, 2018; reviewed some of the bills in the 2018; the Post-Legislative Tour is in Lewiston on April 26th. Board Chair Dana Hoskins appointed James Fry and Wendy Fredrickson to draft a superintendent vacation schedule for presentation next month.
6. **Action Items**
 - A. **Approve 2019-2020 School Calendar:** James Fry moved to approve the 2019-2020 School Calendar. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - B. **Appoint Board Negotiators:** James Fry, Lead Negotiator and Dana Hoskins
 - C. **Approve BPA Travel to National Convention May 9-13, 2018:** Kyle Osborn moved to approve out-of-state travel for the BPA National Convention in Dallas, TX May 9-13, 2018. James Fry seconded. All voted aye. Motion carried. Two students and two advisors will be attending.
 - D. **Approve Date for Fiscal Year 2018-2019 Budget Hearing:** James Fry moved to set the fiscal year 2018-2019 budget hearing for June 11, 2018 at 7:00 p.m. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - E. **Approve Purchase of Tyler Technologies Tyler SIS (School Information System):** Wendy Fredrickson moved to approve the purchase of Tyler Technologies Tyler (SIS) Student Information System. James Fry seconded. All voted aye. Motion carried.
 - F. **Approve Date for Board Training:** No motion was made. Supt. Brad Malm will contact ISBA to get information on dates and times in May. Goals Training will be the topic of discussion.
 - G. **Approve the Mass Mailing of the Supplemental Levy Information:** Wendy Fredrickson moved to approve the mass mailing of the Supplemental Levy Information pamphlet, as presented, to all Troy residents. James Fry seconded. All voted aye. Motion carried.
8. **Board Member Input for Future Agenda Items:** Superintendent vacation schedule
9. **Adjourn:** Meeting adjourned at 8:12 p.m.

Dana Hoskins, Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, March 12, 2018 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Education Presentation:
3. Public Comments
4. Approve Consent Agenda
 - a. Minutes
 - b. Bill Payments
 - c. Classified personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Principal's Reports
 - d. Superintendent's Report
 - e. Board Chairman's Comments
6. Action Items
 - a. Approve School Cancellation Due to Weather and Road Conditions February 14 & February 26, 2018
 - b. Set Supplemental Levy Amount/ Approve Supplemental Levy Election Resolution
 - c. Approve Superintendent Vacation Days
 - d. Approve Administrator Contracts
7. Policy Items
 - a. 2nd Reading/Approve – Revision 4160 Parents Right –to-Know Notice
8. Board Member Input for Future Agenda Items
9. Adjourn

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES MEETING
MARCH 12, 2018 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the Regular Meeting to order at 7:01 p.m.
 - A. **Members Present:** Dana Hoskins, James Fry, David Aiken via telephone, Wendy Fredrickson, Kyle Osborn
 - Administrators Present:** Supt./Principal Brad Malm; Elementary Principal Klaire Vogt; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Education Presentation:** Mr. McFall's physics class presented 3D modeling and 3D printing.
3. **Public Comments:** David Nelson introduced himself to the Board of Trustees and announced that he was running for Senator in Legislative District 5. Mr. Nelson will be campaigning on Education, Public Lands and Health Care. Mr. Nelson was interested in hearing of two or three issues that the Board of Trustees were concerned about. Chair Dana Hoskins stated that she would get that information to Supt. Brad Malm to pass along.
4. **Approve Consent Agenda:** By unanimous consent, Consent Agenda was approved. Items approved: Regular Board Meeting minutes of February 12, 2018; Bills paid totaling \$252,954.48; and new hire for assistant baseball coach Eric Shumaker.
5. **Information Items:** Budget reports included February 2018 ASB financial reports; District Financial Report, and Food Service Report. Enrollment dropped to 262.5. Elementary Principal's report; HS Principal's report. Superintendent's report included that ISAT testing will take place April 16-30 and Science testing will be April 30 & May 1; Spring Break is March 26-30; Law Conference is in Boise April 23-24; Selected Troy SD staff will be attending training sponsored by Tyler Technologies in Coeur d'Alene on March 15 in which the staff will be provided an overview of the Tyler SIS system which is a web-based portal and will be replacing Schoolmaster SIS; a proposed calendar for 2019-20 was presented for review and to be discussed at the April Board meeting; and an overview of the KISS Initiative that will be presented by Sherri Ybarra at the Post-Legislative meeting in Lewiston on April 26 (Keep Idaho Students Safe). Board Chair Dana Hoskins stated that she would like to see it on the next agenda a policy for superintendent vacation.
6. **Action Items**
 - A. **Approve School Cancellation Due to Weather Conditions:** James Fry moved to approve the cancellation of school due to unsafe road conditions on February 14, 2018 and February 26, 2018. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - B. **Set Supplemental Levy Amount/Approve Supplemental Levy Election Resolution:** Wendy Fredrickson moved to approve the Supplemental Levy Resolution of \$995,000. James Fry seconded. All voted aye. Motion carried.
 - C. **Approve Superintendent Vacation Days:** Wendy Fredrickson moved to amend the February 12, 2018 motion 1-year Superintendent contract substituting 12 vacation days for the personal leave days for Brad Malm for the 2018-19 school year. Kyle Osborn seconded. All voted aye. Motion carried.
 - D. **Approve Administrator Contracts:** 1) James Fry moved to approve a 1-year Jr-Sr High School Principal contract for Brad Malm (school year 2018-19). Wendy Fredrickson seconded. All voted aye. Motion carried. 2) Wendy Fredrickson moved to approve a 2-year Elementary Principal/Federal Programs Director contract for Klaire Vogt for the next two years (school years 2018-19 and 2019-20). James Fry seconded. All voted aye. Motion carried. 3) Kyle Osborn moved to approve a 1-year Special Education Director extra duty stipend of \$9,000 for Klaire Vogt for the 2018-19 school year. James Fry seconded. All voted aye. Motion carried.
7. **Policy**
 - A. **2nd Reading/Approval— Revised Policy 4160 Parents Right-to-Know Notices:** James Fry moved to approve the revisions to Policy 4160. Kyle Osborn seconded. All voted aye. Motion carried.
8. **Other Business:** James Fry recommended that everyone keep up on the house bills legislation and start sending letters, emails, phone calls because it will make a difference.
9. **Adjourn:** Meeting adjourned at 8:09 p.m.

Dana Hoskins, Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, February 12, 2018 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Education Presentation: TES--Positive Behavior Intervention System
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. Principal's Reports
 - d. Superintendent's Report
 - e. Board Chairman's Comments
6. Action Items
 - a. Set Date for School Board Supplemental Levy Budget meeting
 - b. Approve Kelly Scholarship Amount
 - c. Approve Superintendent Contract
7. Policy Items
 - a. 2nd Reading/Approve – Revision 5710 Paraprofessionals, Teachers' Aides, and Para educators
 - b. 2nd Reading/Approve– Revision 7400 Financial Management Purchasing
 - c. 2nd Reading/Approve– Revision 7405 Financial Contracting and Procurement
 - d. 2nd Reading/Approve – Revision 7407 Financial Management Goods & Services
 - e. 1st Reading – Revision 4160 Parents Right-to-Know Notice
8. Board Member Input for Future Agenda Items
9. Adjourn

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES MEETING
FEBRUARY 12, 2018 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, David Aiken via telephone, Wendy Fredrickson, Kyle Osborn
- Administrators Present:** Supt./Principal Brad Malm; Theresa Priebe, Clerk
- B. Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Education Presentation:** Allison Foote, Crystal Tibbals, and Jessica Renfrow presented an overview of the Positive Behavior Intervention System (PBIS) that is being used at the Elementary School. Positive feedback from the teachers are assuring this system is working very well.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, Consent Agenda was approved. Items approved: Regular Board Meeting minutes of January 15, 2018 and Special Board Meeting minutes of February 5, 2018; Bills paid totaling \$250,933.89.
5. **Information Items:** Budget reports included January 2018 ASB financial reports; Medical Insurance Pool Report; District Financial Report, and Food Service Report. Enrollment stayed at 266.5. Elementary Principal's report; HS Principal's report. Superintendent's report included thanking the Board for the nice plant he received; Day-on-the-Hill is February 19, 2018; scheduling a budget meeting before setting the levy amount; Law Conference is April 23-24, 2018; the Kelly Scholarship applications were emailed out to the committee members on January 30th; updated the Board on Policies 7405 and 7407 regarding the bidding process; the insurance committee will be meeting on February 23rd and numbers have been put on the windows of the schools. Board Chair Dana Hoskins thanked the board members for attending the training on February 5th. Mrs. Hoskins asked the members to send her a list of topics for training purposes. One of the topics for training is Goals.
6. **Action Items**
 - A. Set Date for School Board Supplemental Levy Budget Meeting:** Wendy Fredrickson moved to include the supplemental levy amount at the March 12, 2018 board meeting. James Fry seconded. All voted aye. Motion carried.
 - B. Approve Kelly Scholarship Amount:** James Fry moved to approve the Kelly Scholarship award amount of \$4,051 for the 2018-19 school year. Kyle Osborn seconded. 4 voted aye. Wendy Fredrickson recused herself due to conflict of interest because her daughter is an applicant. Motion carried.
 - C. Approve Superintendent Contract:** James Fry moved to approve the superintendent contract for one year for the 2018-2019 school year with twelve additional days of personal leave along with the current three days and to increase the \$20,000 salary with the percentage that is negotiated with the rest of the staff. Wendy Fredrickson seconded. All voted aye. Motion carried.
7. **Policy**
 - A. 2nd Reading/Approval—Policy 5710 Paraprofessionals, Teachers' Aides, and Para educators:** Wendy Fredrickson moved to approve the revisions to Policy 5710. Kyle Osborn seconded. All voted aye. Motion carried.
 - B. 2nd Reading/Approval—Revised Policy 7400—Financial Management Purchasing:** James Fry moved to approve revisions of Policy 7400. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - C. 2nd Reading/Approval—Revised Policy 7405—Financial Contracting and Procurement:** Kyle Osborn moved to approve revisions to Policy 7405. James Fry seconded. All voted aye. Motion carried.
 - D. 2nd Reading/Approval—Revised Policy 7407—Financial Management Goods & Services:** Wendy Fredrickson moved to approve revisions to Policy 7407 as presented. James Fry seconded. All voted aye. Motion carried.
 - E. 1st Reading: Revised Policy 4160 Parents Right-to-Know Notices**
8. **Other Business:** None
9. **Adjourn:** Meeting adjourned at 8:24 p.m.

Dana Hoskins, Chair

Theresa Priebe, 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, February 5, 2018. The purpose of this special meeting is as follows:

- 1. 7:00 p.m. – 8:00 p.m. Board Training**
- 2. 8:00 p.m. – Executive Session I.C. 74-206 (1)(b) Superintendent Evaluation**
- 3. Approve Superintendent Contract**

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

**Dated this 31st day of January 2018
Theresa Priebe
Clerk, Board of Trustees**

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES SPECIAL MEETING
FEBRUARY 5, 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the meeting to order at 7:04 p.m.
A. Members Present: Dana Hoskins, James Fry, Wendy Fredrickson, Kyle Osborn, David Aiken via phone
2. **Adopt Agenda:** Wendy Fredrickson moved to approve the special meeting agenda as amended. James Fry seconded. All voted aye. Motion carried. Item #5 has been tabled until February 12, 2018 board meeting.
3. **Board Training -- ISBA:** David Brinkman, ISBA Trainer, presented and reviewed Idaho Code 33-512 Board Governance in the training. Mr. Brinkman went through each section of the code (1-17) and also touched on Idaho Code 33-513 that governs the hiring of professional personnel.

Motion was made at 8:00 p.m. by Wendy Fredrickson to extend the training session to finish the presentation by Mr. Brinkman. James Fry seconded. All voted aye. Motion carried.

Mr. Brinkman did display Troy School District's Policies 1000, 4000, and 4100 for review and discussion. Mr. Brinkman recommended that the Board have on its Agenda an item for *Boardmember Input for Future Agenda Items*. Mr. Brinkman also recommended that the Board review its policies monthly and to add "Reviewed On:" the policies under *Adopted On* and *Revised On*. Topic ideas were discussed for another training in March 2018.

4. **Executive Session – I.C. 74-206(1)(b) Superintendent Evaluation:** James Fry moved to go into Executive Session per Idaho Code 74-206(1)(b) for Superintendent evaluation at 9:04 p.m. Kyle Osborn seconded. A roll call vote was taken: Wendy Fredrickson-aye; Kyle Osborn-aye; Dana Hoskins-aye; James Fry-aye; David Aiken-aye via phone. Motion carried.

Motion was made by Wendy Fredrickson to get out of Executive Session at 9:20 p.m. James Fry seconded. All voted aye. Motion carried. No action taken.

5. **Approve Superintendent Contract:** Tabled until February 12, 2018 board meeting.
6. **Adjourn:** By unanimous consent, the meeting adjourned at 9:20 p.m.

Dana Hoskins, Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, January 15, 2018 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Education Presentation:
3. Public Comments
4. Approve Consent Agenda
 - a. Minutes
 - b. Bill Payments
 - c. Classified personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Information Items
 - a. Budget Reports
 - b. Enrollment
 - c. Principal's Reports
 - d. Superintendent's Report
 - e. Board Chairman's Comments
6. Action Items
 - a. Approve Date for School Board Training
 - b. Approve Date for Superintendent Evaluation
 - c. Approve School Board Three-Year Financial Plan
7. Policy Items
 - a. 2nd Reading/ Approval – Revision 3000 Entrance, Placement, and Transfer
 - b. 2nd Reading/Approval – Revision 3060 Education of Homeless Children
 - c. 1st Reading – Revision 5710 Paraprofessionals, Teachers' Aides, and Para educators
 - d. 1st Reading – Revision 7400 Financial Management Purchasing
 - e. 1st Reading – Revision 7405 Financial Contracting and Procurement
 - f. 1st Reading – Revision 7407 Financial Management Goods & Services
8. Other Business
9. Adjourn

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES MEETING
JANUARY 15, 2018 7:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the Regular Meeting to order at 7:00 p.m.
- A. Members Present:** Dana Hoskins, James Fry, David Aiken via telephone, Wendy Fredrickson, Kyle Osborn
- Administrators Present:** Supt./Principal Brad Malm; Theresa Priebe, Clerk
- B. Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Education Presentation:** Mr. Stoner's Graphic Design students presented an overview of the class and the projects that have been completed. The students are learning to design and make posters and flyers of the events in Troy. Part of the learning experience includes marketing and presenting themselves to the business community. The long range goal is to purchase a machine to design T-shirts and hats for the school.
3. **Public Comments:** A patron inquired about the Mastery based Beyond Textbooks and if more than one subject would be included in the future; what the philosophy of pathways to promotion for extra-curricular eligibility was; what the athletic/academic philosophy was behind the strike 1, 2, 3 was; and why a math teacher was changed at semester?
4. **Approve Consent Agenda:** By unanimous consent, Consent Agenda was approved. Items approved: Regular Board Meeting minutes of December 11, 2017; Bills paid totaling \$253,467.32. A list of items to be disposed of included outdated items in the Ag Shop Classroom.
5. **Information Items:** Budget reports included December 2017 ASB financial reports; Medical Insurance Pool Report; Kelly Scholarship Northwestern Mutual Report; Ramsdale Scholarship Northwestern Mutual Report; District Financial Report, and Food Service Report. Enrollment stayed at 266.5. Elementary Principal's report; HS Principal's report. Superintendent's report included information on a job opportunity for Troy Juniors and Seniors to Tutor for the RTI program; status report from the Building Maintenance and Facility Committee on projects for next school year; an evaluation form attached to the agenda for the Board to fill out prior to the Superintendent evaluation; the safety inspection conducted on December 12, 2017 showed no unsafe or hazardous conditions; update on the 2017 Cohort Graduation Rate appeal; and asked to schedule a date for the Budget Committee to meet. Board Chair Dana Hoskins had no report.
6. **Action Items**
 - A. Approve Date for School Board Training:** Wendy Fredrickson moved to approve Monday, February 5, 2018 for Board training and the time to be determined. James Fry seconded. All voted aye. Motion carried.
 - B. Approve Date for Superintendent Evaluation.:** James Fry moved to approve Monday, February 5, 2018 after the Board training to do the superintendent evaluation. Kyle Osborn seconded. All voted aye. Motion carried.
 - C. Approve School Board Three-Year Plan:** Kyle Osborn moved to approve the School Board Three Year Financial Plan as presented. James Fry seconded. All voted aye. Motion carried.
7. **Policy**
 - A. 2nd Reading/Approval—Policy 3000 Entrance, Placement, and Transfer:** James Fry moved to approve the revisions to Policy 3000. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - B. 2nd Reading/Approval—Revised Policy 3060 Education of Homeless Children:** James Fry moved to approve revisions of Policy 3060. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - C. 1st Reading: Revised Policy 5710 Paraprofessionals, Teachers' Aides, and Para educators.**
 - D. 1st Reading: Revised Policy 7400—Financial Management Purchasing**
 - E. 1st Reading: Revised Policy 7405—Financial Contracting and Procurement**
 - F. 1st Reading: Revised Policy 7407—Financial Management Goods & Services**
8. **Other Business:** None
9. **Adjourn:** Meeting adjourned at 8:01 p.m.

Dana Hoskins, Chair

Theresa Priebe, Clerk

NOTICE OF CHANGE OF REGULAR MEETING

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

NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the January 8, 2018 regular meeting of the Board of Trustees of said district has been changed to **Monday, January 15, 2018, at the Troy High School Library at 7:00 p.m.**

Dated this 20th day of December, 2017

Theresa Priebe
Clerk, Board of Trustees

**TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, December 11, 2017 – 7:00 p.m.
Troy High School Library**

- 1. Call to Order**
 - a. Attendance**
 - b. Adopt Agenda**
- 2. Public Hearing: Amended 2017-18 Budget 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. Principal's Reports**
 - d. Superintendent's Report**
 - e. Board Chairman's Comments**
- 6. Action Items**
 - a. Set Supplemental Levy Election Date**
 - b. Approve a Date for Board Training**
 - c. Approve Amended 2017-18 Budget**
 - d. Approve Actuarial Service (GASB 75)**
- 7. Policy Items**
 - a. 2nd Reading/Approval – 4170 Community Relations District or School Operated Social Media**
 - b. 2nd Reading/Approval – Revision 6400 Administration**
 - c. First Reading – Revision 3000 Entrance, Placement, and Transfer**
 - d. First Reading – Revision 3060 Education of Homeless Children**
- 8. Executive Session-[Idaho Code § 74-206(1) (f)] Communication with legal counsel**
- 9. Other Business**
- 10. Adjourn**

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES MEETING
DECEMBER 11, 2017 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, David Aiken via telephone, Kyle Osborn
 - Administrators Present:** Supt./Principal Brad Malm; Klaire Vogt, Elementary Principal; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Public Hearing: Amended 2017-18 Budget Presentation:** Mr. Malm referred to the Troy School Board Three Year Plan mentioning the objective of the Plan was to maintain a \$450,000 fund balance and maintain a \$50,000 contingency fund with maintaining quality grounds and facilities and technology plans and to increase enrollment by developing a Marketing Plan. With that, Mr. Malm went into the Expenditure additions to the budget which included salaries and benefits for staff (two additional days for the Counselor, maintaining a Food Service helper with the realignment of the Food Service staff this year, hiring a Marketing Coordinator, a special ed teacher moved on the salary schedule, the transportation supervisor salary increased to stay in competition with surrounding districts, and an aide was hired to work part-time at the high school and part-time at the preschool); the computer leases for the Ramsdale Lab and the High School Computer Lab were not included in the adopted budget in June 2017, so it is included in this budget; Sand for the baseball field and additional snow removal funds were added; new computers and printers for the secretaries are included and a computer for the elementary principal; the district contracted services for mentoring has to come out of this year's budget per the auditor and not last year's budget; additional funds were added to the transportation department for purchased services and parts and materials because Bus #5 has had to have work done to it; Elementary Due/Fees were increased because the Elementary Principal is part of the Project Leadership program; District Office supplies increased \$400; an additional \$5,000 was included in capital projects for the Crow's Nest and the TES sidewalk for incidentals; and \$20,000 to transfer to the Bus Depreciation Fund so that the District gets back on track with the bus purchase cycle. A total of \$65,112. On the Revenue side, the Fund Balance come in \$38,673 more after the audit than anticipated and additional interest and penalty from delinquent property taxes and interest earned on state investment are anticipated \$8,616 for a total of \$47,289 additional revenue. \$17,823 of Unallocated Funds were used to make up the difference for a total revenue of \$65,112. And, the Ramsdale Fund Balance of \$835,145 will be included in the budget although this money is restricted to scholarships only, but we need to make sure that it is part of the overall budget.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, Consent Agenda was approved. Items approved: Regular Board Meeting minutes of November 13, 2017; Bills paid totaling \$265,721.86. A list of items to be disposed of included twenty computers that were purchased in 2004.
5. **Information Items:** Budget reports included ASB financial reports; Medical Insurance Pool report for November 2017; District Financial Report, and Food Service Report. Enrollment stayed at 265.5. Elementary Principal's report; HS Principal's report. Superintendent's report included a Greenhouse update in which Kevin Greenway in repairing the damage and the estimate is \$4700; State Building Inspector will be in the District December 12, 2017; the TES Multipurpose Room Door will be replaced and reconfigured in order to eliminate immediate access from the MPR room to the elementary hallway; the Board training options information is attached in the Agenda; a letter from a local Veteran is attached in the Agenda; and the staff will have professional development on Wednesday, January 24, 2018 with Moscow Police Chief James Fry and Detective Eric Kjorness on the topic of "What could your students be doing with technology"? Board Chair Dana Hoskins had no report.
6. **Action Items**
 - A. **Set Supplemental Levy Election Date:** James Fry moved to set May 15, 2018 as the Supplemental Levy election date. Kyle Osborn seconded. All voted aye. Motion carried.
 - B. **Approve Date for Board Training.:** James Fry moved to table a board training date until next regular meeting. Kyle Osborn seconded. All voted aye. Motion carried.
 - C. **Approve Amended 2017-18 Budget:** Kyle Osborn moved to approve the amended 2017-18 budget as presented by Troy School District Superintendent Brad Malm at tonight's December 11th Board meeting. James Fry seconded. All voted aye. Motion carried.
 - D. **Approve Actuarial Service (GASB 75):** James Fry moved to approve Gallagher Benefit Services to assist the District in this mandatory reporting process as part of the annual audit for \$1200. Kyle Osborn seconded. All voted aye. Motion carried.

7. Policy

- A. 2nd Reading/Approval—Policy 4170 Community Relations District or School Operated Social Media:** James Fry moved to adopt Policy 4170 as presented. Kyle Osborn seconded. All voted aye. Motion carried.
- B. 2nd Reading/Approval—Revised Policy 6400 Administration:** James Fry moved to adopt revised Policy 6400 as presented. Kyle Osborn seconded. All voted aye. Motion carried.
- C. 2nd Reading/Approval—Revised Policy 2420P--Parent and Family Engagement Guidelines:** Wendy Fredrickson moved to approve revised Policy 2420P as presented. James Fry seconded. All voted aye. Motion carried.
- D. 1st Reading: Revised Policy 3000—Entrance, Placement, Transfer**
- E. 1st Reading: Revised Policy 3060—Education of Homeless Children**

- 8. Executive Session-I.C. 74-206(1)(f)—Communication with Legal Counsel:** James Fry moved to go into Executive Session at 7:47 p.m. regarding communication with legal counsel. Kyle Osborn seconded. A roll call vote was taken: David Aiken-aye; Kyle Osborn-aye; James Fry-aye; Dana Hoskins-aye. All voted aye. Motion carried.

Supt. Brad Malm gave an update on the communication from the legal counsel pertaining to a claim against the District.

The Board came out of Executive Session at 7:53 p.m. A roll call vote was taken—David Aiken-aye; Kyle Osborn-aye; James Fry-aye; Dana Hoskins-aye. No action taken by the Board.

9. Other Business: None

10. Adjourn: Meeting adjourned at 7:54 p.m.

Dana Hoskins, Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, November 13, 2017 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Education Presentation:
3. Public Comments
4. Approve Consent Agenda
 - a. Minutes
 - b. Bill Payments
 - c. Classified personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Principal's Reports
 - d. Superintendent's Report
 - e. Board Chairman's Comments
6. Action Items
 - a. Approve date for January Board Meeting
 - b. Approve TES Sidewalk Contract
 - c. Approve Hire for Extra-Curricular Activities Personnel
7. Policy Items
 - a. Approve –2365 Participation of Private School Students in Federally Funded District Programs
 - b. Approve Revision 2420 Parent and Family Engagement
 - c. Approve 2420P Parent and Family Engagement Guidelines
 - d. First Reading –4170 Community Relations District or School Operated Social Media
 - e. First Reading Revision 6400 Administration
8. Executive Session- [Idaho Code § 74-206(1)(f)] Communication with legal counsel
9. Other Business
10. Adjourn

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES MEETING
NOVEMBER 13, 2017 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, David Aiken, Wendy Fredrickson
 - Administrators Present:** Supt./Principal Brad Malm; Klaire Vogt, Elementary Principal; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Presentation:** Mrs. Kami Heath and Mrs. Mitzi Wright presented and demonstrated the new IRI pilot-Istations program.
3. **Public Comments:** A patron inquired about when security cameras would be installed at the Jr-Sr High School and inquired if Troy School District has started the Mastery Based Learning per Idaho Code 33-1632 and what it looks like or what direction the District was going with it.
4. **Approve Consent Agenda:** By unanimous consent, Consent Agenda was approved. Items approved: Regular Board Meeting minutes of October 9, 2017; Bills paid totaling \$307,947.49; and Hire new extra-curricular staff: Toby Foster, assistant boys' basketball co-coach, Steffen Gash, JrHi boys' basketball co-coach; Kelly Carlstrom, assistant boys' basketball co-coach, Sam Hoffman, JrHi boys' basketball co-coach.
5. **Information Items:** Budget reports included ASB financial reports; Medical Insurance Pool report for October 2017; District Financial Report, and Food Service Report. Enrollment is 265.5. Elementary Principal's report; HS Principal's report. Superintendent's report included update on the Greenhouse damage sustained from the high winds on October 22, 2017, the baseball field modification so that softball and little league could use the field, prepared to submit the Evaluation Policy to the State Dept. of Education on December 1, 2017, committee updates, a grant application had been submitted to address safety issues at the schools, and inquired about Board Training. Board Chair Dana Hoskins reported on the workshops she attended at the ISBA Convention and stated that the workshops were the best she has attended. Mrs. Hoskins specifically pointed out that the workshop that Mr. Fry presented at was eye-opening and requested that a presentation be set up for all staff to attend. James Fry reviewed the Resolutions with the Board that were addressed at the Convention. These resolutions will now go before the Legislature for consideration.
6. **Action Items**
 - A. **Approve the Date for January 2018 Board Meeting:** Wendy Fredrickson moved to approve changing the January 2018 Board meeting to Monday, January 15, 2018 @ 7:00 p.m. James Fry seconded. All voted aye. Motion carried.
 - B. **Approve TES Sidewalk Contract.:** James Fry moved to accept Germer Construction's bid in the amount of \$42,007 for the replacement and repair of the TES sidewalk. David Aiken seconded. All voted aye. Motion carried.
 - C. **Approve Extra-Curricular Activities Personnel:** Wendy Fredrickson moved to approve the Extra-Curricular Activities personnel, Matthew Bruns and William McFall, for the 2017-2018 school year for Troy Jr-Sr Knowledge Bowl advisors. James Fry seconded. All voted aye. Motion carried.
7. **Policy**
 - A. **2nd Reading/Approval—Policy 2365 Participation of Private School Students in Federally Funded District Programs:** James Fry moved to adopt Policy 2365 with amendments as presented. David Aiken seconded. All voted aye. Motion carried.
 - B. **2nd Reading/Approval—Revised Policy 2420—Parent and Family Engagement:** David Aiken moved to approve revised Policy 2420. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - C. **2nd Reading/Approval—Revised Policy 2420P--Parent and Family Engagement Guidelines:** Wendy Fredrickson moved to approve revised Policy 2420P as presented. James Fry seconded. All voted aye. Motion carried.
 - D. **1st Reading: Policy 4170—Community Relations District or School Operated Social Media**
 - E. **1st Reading: Revised Policy 6400—Administration**
8. **Executive Session-I.C. 74-206(1)(f)—Communication with Legal Counsel:** James Fry moved to go into Executive Session at 8:29 p.m. regarding communication with legal counsel. David Aiken seconded. A roll call vote was taken: Wendy Fredrickson-aye; James Fry-aye; David Aiken-aye; Dana Hoskins-aye. All voted aye. Motion carried.

The Board came out of Executive Session at 8:33 p.m. No action taken

9. Other Business: None

10. Adjourn: Meeting adjourned at 8:33 p.m.

Dana Hoskins, Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, October 9, 2017 – 7:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. 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. Principal's Reports
 - d. Superintendent's Report
 - e. Board Chairman's Comments
6. Action Items
 - a. Approve 2017-18 Leadership Pay Plan
 - b. Approve Contracted Services Personnel-Music Dept.
7. Policy Items
 - a. Approval—2nd Reading: Revised Policy 5340 Personnel Evaluation of Certificated Personnel
 - b. First Reading: Policy 2365 Participation of Private School Students in Federally Funded District Programs
 - c. First Reading: Revise Policy 2420 Parent and Family Engagement
 - d. First Reading: 2420P Parent and Family Engagement Guidelines
8. Other Business
9. Adjourn

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES ANNUAL MEETING
OCTOBER 9, 2017 6:00 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, Wendy Fredrickson, Kyle Osborn
- Administrators Present:** Supt. Brad Malm; Klaire Vogt, Elementary Principal; Theresa Priebe, Clerk
- B. **Adopt Agenda:** By unanimous consent, the agenda was approved as amended. A new hire was added to the Consent Agenda.
2. **Presentation:** Jessica Christensen presented the Troy School District marketing plan to the Board. The three main topics of the plan are 1. Increase Enrollment; 2. Build Strong Relationships; 3. Increase School Pride. The website for the information is: idahotroytrojans.blogspot.com
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, Consent Agenda was approved as amended. Items approved: Regular Board Meeting minutes of September 13, 2017; Bills paid totaling \$281,855.38; and Hire new classified staff Carol Espe, paraprofessional aide. Items to be disposed of: See attached list.
5. **Information Items:** Budget reports included ASB financial reports; Medical Insurance Pool report for September 2017; District Financial Report, Kelly Scholarship Mutual Fund; and Ramsdale Mutual Fund. Enrollment is 259. Elementary Principal's report; HS Principal's report. Superintendent's report included Board Clerk will be out of the office October 18-31, 2017; Board participation on the District Committees; two Board members will be attending the ISBA Convention in Coeur d'Alene November 8-10, 2017; the RFP for the Elementary Sidewalk will be published in both the Daily News and the Lewiston Morning Tribune on October 4th and October 21st; the Transportation spot inspections for the district have been completed with an overall compliance rating of 97.95%; and Klaire Vogt will be attending a City Council meeting regarding the After School Program proposal. Board Chair Dana Hoskins reported that the ISBA proposed Resolutions are attached and asked that each Board member review each Resolution and let her or James Fry know how each voted so that the vote information can be presented at the ISBA Convention.
6. **Action Items**
 - A. **Approve 2017-2018 Leadership Pay Plan:** James Fry moved to approve the 2017-2018 Leadership Pay Plan as presented. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - B. **Approve Contracted Services Personnel—Music Dept.:** David Aiken moved to approve the hiring of Christian Reed for contracted services personnel for the Music Department starting November 1, 2017 for the remainder of the 2017-2018 school year. James Fry seconded. All voted aye. Motion carried. Kim Brower has given notice that she will be leaving the area.
7. **Policy**
 - A. **2nd Reading/Approval:** James Fry moved to approve the revised Policy 5340—Personnel Evaluation of Certificated Personnel as presented. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - B. **1st Reading:** New Policy 2365—Participation of Private School Students in Federally Funded District Programs.
 - C. **1st Reading:** Revise Policy 2420—Parent and Family Engagement
 - D. **1st Reading:** New Policy Procedure 2420P—Parent and Family Engagement Guidelines
8. **Other Business:** None
9. **Adjourn:** Meeting adjourned at 8:02 p.m.

Dana Hoskins, Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Wednesday, September 13, 2017 – 6:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Audit Presentation
3. Public Comments
4. Approve Consent Agenda
 - a. Minutes
 - b. Bill Payments
 - c. Classified personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Principal's Reports
 - d. Superintendent's Report
 - e. Board Chairman's Comments
6. Action Items
 - a. Approve FY June 30 2017 Audit
 - b. Approve Snow Removal Contract
 - c. Approve 3-yr Agreement with ETC-ACA Required Reporting
 - d. Approve FFA Travel to National Convention, Oct 25-28, 2017
 - e. Approve 2017-18 Strategic Plan
 - f. Approve Section 125 Plan
7. Policy Items
 - a. First Reading: Revise 5340 Personnel Evaluation of Certificated Personnel
 - b. First Reading: Approval 8205 Non-instructional Operations Unpaid School Meal Charges
8. Other Business
9. Adjourn

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES ANNUAL MEETING
SEPTEMBER 13, 2017 6:00 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the Regular Meeting to order at 6:00 p.m.
- A. Members Present:** Dana Hoskins, James Fry, David Aiken, Wendy Fredrickson, Kyle Osborn
- Administrators Present:** Supt. Brad Malm; Theresa Priebe, Clerk
2. **Adopt Agenda:** By unanimous consent, the agenda was approved as amended.
3. **Presentation:** Jennifer Clark, Hayden & Ross, presented the FY2017 financial audit to the Board of Trustees.
4. **Public Comments:** None
5. **Approve Consent Agenda:** By unanimous consent, Consent Agenda was approved. Items approved: Regular Board Meeting minutes of August 14, 2017; Bills paid totaling \$494,534.62; Hire new classified staff Ember Powell, paraprofessional aide; accept resignation from Jessica Lowe. Items to be disposed of: See attached list.
6. **Information Items:** Budget reports included ASB financial reports; Medical Insurance Pool report for August 2017; Enrollment is 256. Elementary Principal's report; HS Principal's report included information relating to the students' participation in activities, staff trainings; Mrs. Christensen accepting the role as College & Career Readiness contact. Superintendent's report included information about the opening meeting on August 22, 2017; Statement sent home to parents regarding Air Quality and the schools' action taken; Reminder that the ISBA Regional meeting is September 27, 2017 in Lewiston; Reminder that ISBA Convention is November 8-10, 2017 and to let Theresa Priebe know if anyone is attending; American Fidelity will be in the District October 3rd to meet with employees regarding supplemental insurances; Building principals attended the AdvancEd training on September 6th and there will be no executive summary required this year; the TES roof repair is completed; there is one dual enrollment student this year; and the Lion's Club donated \$5000 toward the Crow's Nest. Board Chair Dana Hoskins inquired if it has been advertised for bids for the TES sidewalk and mentioned that there is a contractor in Orofino that would like to put in a bid for the TES sidewalk and talked about Shelter & Place Kits for the schools in case of an emergency lockdown. James Fry asked about an update on the marketing plan and Supt. Brad Malm stated that Mrs. Christensen will give a presentation next Board meeting.
7. **Action Items**
 - A. Approve FY June 30, 2017 Audit:** James Fry moved to approve the FY2017 Audit as presented by Hayden Ross. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - B. Approve Snow Removal Contract:** Wendy Fredrickson moved to approve the snow removal contract with Burnt Ridge Diggers for the 2017-2018 school year. Kyle Osborn seconded. All voted aye. Motion carried. Contractors who submitted a bid were Drollette Construction, Burnt Ridge Diggers, Youmans, and Halvorson Excavation.
 - C. Approve 3-yr Agreement with Eligibility Tracking Calculators (ETC):** James Fry moved to approve the 3-yr contract with ETC-ACA required reporting. David Aiken seconded. All voted aye. Motion carried.
 - D. Approve FFA Travel to National Convention October 25-28, 2017:** Kyle Osborn moved to approve out-of-state travel for the FFA National Convention October 25-28, 2017 to Indianapolis, IN. James Fry seconded the motion. All voted aye. Motion carried.
 - E. Approve Troy School District 2017-18 Strategic Plan Updates:** Dave Aiken moved to approve the updates and to include Beyond Textbooks as the system used that trains school personnel to the strategic plan. James Fry seconded. All voted aye. Motion carried.
 - F. Approve Section 125 Plan:** Wendy Fredrickson moved to approve the Section 125 Plans for the Flexible Spending Account and the Health Reimbursement Account with Peak 1 Administration. Dave Aiken seconded. All voted aye. Motion carried.
8. **Policy**
 - A. 1st Reading:** Revise Policy 5340—Personnel Evaluation of Certificated Personnel.
 - B. 1st Reading/Approval:** Policy 8205—Unpaid School Meal Charges. Wendy Fredrickson moved to approve the new Policy 8205 as presented. Dave Aiken seconded. All voted aye. Motion carried.
9. **Other Business:** None
10. **Adjourn:** Meeting adjourned at 7:25 p.m.

NOTICE OF CHANGE OF REGULAR MEETING

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

NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the September 11, 2017 regular meeting of the Board of Trustees of said district has been changed to **Wednesday, September 13, 2017, at the Troy High School Library at 6:00 p.m.**

Dated this 7th day of September, 2017

Theresa Priebe
Clerk, Board of Trustees

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, August 14, 2017 – 7:00 p.m.
Troy Elementary School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Presentation: None
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. Principal's Reports
 - c. Superintendent's Report
 - d. Board Chairman's Comments
6. Action Items
 - a. Approve Bus Routes
 - b. Approve Date for September Board Meeting /Presentation by Auditor
 - c. Approve Hiring Category 1 Contract Teachers
 - d. Approve Alternate Authorization – Content Specialist
 - e. Approve Lunch Room Job Descriptions
 - f. Approve Settlement Agreement of USAC Appeal
 - g. Approve Contracted Services Personnel – Music Dept.
7. Policy Items
 - a. None
8. Other Business
9. Adjourn

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES ANNUAL MEETING
AUGUST 14, 2017 7:00 P.M.
TROY ELEMENTARY 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, David Aiken, Wendy Fredrickson, Kyle Osborn
 - Administrators Present:** Supt. Brad Malm; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** Add two new hires to the Consent Agenda 4C.B. By unanimous consent, the agenda is approved as amended.
2. **Presentation:** None
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, Consent Agenda is approved. Items approved: Annual Board Meeting minutes of July 10, 2017; Bills paid totaling \$300,292.29; Hire new classified staff Steffen Gash, paraprofessional aide; Kendra Grove, FS Supervisor/Manager; Erin Clemm, assistant volleyball coach; Kyle Richmond, assistant x-country coach and to rehire the classified staff as presented for 2017-2018. Items to be disposed of: computers and HP Deskjet printer. See attached list.
5. **Information Items:** Budget reports included Medical Insurance Pool report for July 2017; Principal's report included an update on the floors at the high school commons and informing the Board of Trustee's that the quote from Superior Floors included an additional \$1,276 for the Concessions floor area because that was missed when the person came out to bid the project; seven new students have registered but five students have left the District; First day of practice for volleyball and football was August 11th; First day of practice for x-country was August 14th; Schedule pick up is August 17th; Jr. High orientation is August 21st; Open House back to school night is August 30th; Mr. Stoner responded with a letter of interest in the Business Education teacher opening and will fill that position this school year. Superintendent's Report included a bid from Stripes-A-Lot for resealing the parking lot areas next summer and it is recommended that this project be on the Building Maintenance & Facility Plan for the summer of 2018; Granite Enterprises began repair on the TES roof on August 2nd and should be done by August 27th; bids for snow removal will be presented at the September Board meeting; an update on Cash in Lieu included that The Murray Group and the Attorney are still advising; the Crow's Nest project has had a lot of volunteers helping and looks like it will come under bid; the Athletic trainer met with Supt. Brad Malm and Mr. Stoner and the coaches on August 1st; attended the new superintendent's orientation on August 1st; ISBA is in Coeur d'Alene November 8-10 and those who plan to attend need to contact the District Office; update on Marketing included Jessica Christensen activating a Facebook page as part of promoting Troy and our school district; presented the back to school schedule; and Regional ISBA meeting is scheduled in Genesee. Board Chair Dana Hoskins had requested from the Board and Superintendent the preferred mode of communication.
6. **Action Items**
 - A. **Approve Bus Routes:** Wendy Fredrickson moved to approve the existing bus routes as they currently are for the 2017-18 school year. James Fry seconded. All voted aye. Motion carried.
 - B. **Approve Date for September Board Meeting/Presentation by Auditor:** Wendy Fredrickson moved to approve changing the September 11, 2017 meeting to Monday, September 18, 2017 at 7:00 p.m. This meeting would include the June 30, 2017 financial audit presentation. Kyle Osborn seconded. All voted aye. Motion carried.
 - C. **Approve Hiring Category 1 Contract Teachers:** James Fry moved to approve hiring Kelly Carlstrom as the Secondary PE/Health teacher on a Category 1 Contract and Kami Heath as the Kindergarten teacher on a Category 1 Contract for the 2017-2018 school year. David Aiken seconded. 4 ayes. Motion carried. Kyle Osborn recused himself from the table due to conflict of interest.
 - D. **Approve Alternate Authorization-Content Specialist:** James Fry moved to approve requesting an Alternate Authorization-Content Specialist for Kelly Carlstrom for the 2017-2018 school year for the Secondary PE/Health position. David Aiken seconded. All voted aye. Motion carried.
 - E. **Approve Lunch Room Job Descriptions:** Wendy Fredrickson moved to approve the lunch room job descriptions as presented. David Aiken seconded. All voted aye. Motion carried. Job descriptions include School Lunch Cashier, Kitchen Supervisor/Management, Assistant cook/Kitchen Manager and Cook/Kitchen Manager.
 - F. **Approve Settlement Agreement of USAC Appeal:** Wendy Fredrickson moved to approve the settlement agreement – "I hereby move that the Board approve the settlement between the FCC, State of Idaho and Troy School District No. 287, as well as other school districts of the pending USAC claims. This settlement appears to be in the Troy School District's best interest and helps insure the District's continued access to the E-Rate program for the District." James Fry seconded. All voted aye. Motion carried.

- G. Approve Contracted Services Personnel—Music Dept:** Kyle Osborn moved to approve the contracted services personnel for the Music Department for the 2017-2018 school year. Wendy Fredrickson seconded. All voted aye. Motion carried. Cari Espenschade—Band; Kimberly Warner—Pianist.
- 7. Other Business:** Kyle Osborn stated that there will be an EMS training with the Athletic Trainer on August 15, 2017 in the evening.
- 8. Adjourn:** Meeting adjourned at 7:42 p.m.

Dana Hoskins, Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES ANNUAL MEETING
Monday, July 10, 2017 – 7:00 p.m.
Troy Elementary 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 Newly Elected Trustees
 - B. Election of a Chair and Vice-Chair
 - C. Election of a Clerk and Treasurer
 - D. Designation of Official Newspaper
 - E. Designation of regular monthly School Board meetings for 2017-2018
 - F. Adopt Policy Manual as it Exists
4. Public Comments
5. Approve Consent Agenda
 - A. Bill Payments
 - B. Classified Personnel Actions
 - C. Procedure Manual
 - D. Items to be Disposed
6. Information Items
 - A. Budget Reports
 - B. Superintendent's Report
 - C. Board Chairman's Comments
7. Action Items
 - A. Approve District Check Signing Personnel
 - B. Approve Continuation of Beyond Textbooks for 2017-18
 - C. Approve TES Sidewalk bid and construction
 - D. Approve Employer Contribution to Health Savings Account (HSA)
 - E. Approve Bank Draft for PEAK 1 Administration
8. Policy Items – 2nd Reading/Approval Policy 3380
9. Other Business
10. Adjourn

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES ANNUAL MEETING
JULY 10, 2017 7:00 P.M.
TROY ELEMENTARY SCHOOL LIBRARY**

1. **Call to Order:** Dana Hoskins called the meeting to order at 7:00 p.m.
 - A. Members Present:** Dana Hoskins, James Fry, David Aiken, Wendy Fredrickson, Kyle Osborn
 - Administrators Present:** Brad Malm, Superintendent; Theresa Priebe, Clerk
 - B. Adopt Agenda:** Add to the Action Items: Item 7.F—Ratify 2017-2018 Negotiated Agreement; Item 7.G—Approve 2% Raise for Classified Staff. By unanimous consent, the agenda is approved as amended.
2. **Approve Minutes:** Wendy Fredrickson moved to approve the minutes from the June 12, 2017 regular meeting and the minutes from the June 26, 2017 special meeting as presented. James Fry seconded. All voted aye. Motion carried.
3. **Annual Meeting (per Policy 1200):** Board members Dana Hoskins, Trustee Zone 3 and James Fry, Trustee Zone 1, were sworn in.
 - James Fry moved to retain Dana Hoskins as Board Chair. David Aiken seconded. All voted aye. Motion carried.
 - Wendy Fredrickson moved to retain James Fry as Board Vice-Chair for the 2017-2018 school year. David Aiken seconded. All voted aye. Motion carried.
 - James Fry moved to elect Theresa Priebe as Clerk and Treasurer. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - James Fry moved to keep the Moscow-Pullman Daily News as the designated official newspaper of the District. David Aiken seconded. All voted aye. Motion carried.
 - Wendy Fredrickson moved that the regular meetings of the school board be scheduled at 7:00 p.m. each second Monday of the month at the Troy High School Library. James Fry seconded. All voted aye. Motion carried.
 - David Aiken moved to adopt the Policy Manual as it exists. Kyle Osborn seconded. All voted aye. Motion carried.
4. **Public Comments:** None
5. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda is approved. New hires: Steven Gram, assistant football coach. Items to be disposed of included a list from the Technology Dept.
6. **Information Items:** Budget reports included Bills paid totaling \$271,485.46; the Medical Insurance Pool report. Supt. Brad Malm's report included a conference call with The Murray Group regarding benefits, ISBA Resolutions due by July 31, 2017, new superintendent orientation in Boise in August, and the Athletic Trainer contract needs rewording in areas per the District's attorney and Gritman Medical Center is working on that. Chair Dana Hoskins had no report.
7. **Action Items:**
 - A. Approve District Check Signing Personnel:** Wendy Fredrickson moved to approve the check signing personnel as presented by Mr. Malm for the checking account, money market account and food service checking account. David Aiken seconded. All voted aye. Motion carried.
District: Superintendent, Business Manager/Clerk, High School Principal, Board Chair, Board Vice-Chair. **High School:** Principal, Secretary, Business Manager/Clerk. **Elementary School:** Principal, Secretary, District Secretary.
 - B. Approve Continuation of Beyond Textbooks for 2017-18:** David Aiken moved to approve the continuation of the implementation of Beyond Textbooks for the 2017-2018 school year. James Fry seconded. All voted aye. Motion carried.
 - C. Approve TES Sidewalk Bid and Construction:** Wendy Fredrickson moved to put the TES sidewalk and construction project back out for bid. Kyle Osborn seconded. All voted aye. Motion carried.
 - D. Approve Employer Contribution to Health Savings Account (HSA):** James Fry moved to approve the amount of \$685.33 to pay for the HSA Plan per employee who chooses to enroll in the HSA Plan. David Aiken seconded. All voted aye. Motion carried.
 - E. Approve Bank Draft for Peak 1 Administration:** Wendy Fredrickson moved to approve transferring \$10,000 out of the Medical Insurance Pool to Peak 1 Administration for the implementation of the Flexible Savings Account for the enrollees. James Fry seconded. All voted aye. Motion carried.
 - F. Ratify 2017-2018 Negotiated Agreement:** David Aiken moved to ratify the 2017-2018 Negotiated Agreement. Wendy Fredrickson seconded. 4 aye. Motion carried. Kyle Osborn recused himself due to conflict of interest.
 - G. Approve 2% Raise for Classified Staff:** Wendy Fredrickson moved to approve a 2% pay increase for classified staff for the 2017-2018 school year. David Aiken seconded. 4 ayes. Motion carried. Kyle Osborn recused himself due to conflict of interest.
8. **Policy Items:** Approve Policy 3380 Amendment: David Aiken moved to approve Policy 3380 with the changes as noted. James Fry seconded. All voted aye. Motion carried. Policy 3380 amendment allows 6th grade students to participate in all sports if there are not enough numbers for a team.

9. Other Business: None

10. Adjournment: Meeting adjourned at 7:53 p.m. by unanimous consent.

Dana Hoskins, Chair

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 6:00 p.m. at the Troy Elementary School Library, 103 Trojan Drive, Troy, ID on as scheduled below. The purpose of this meeting is as follows:

- 1. Negotiations, July 5, 2017**
- 2. Negotiations, July 6, 2017 (if needed)**

**Dated this 30th day of June 2017
Theresa Priebe
Clerk, Board of Trustees**

NEGOTIATION MINUTES
JULY 6, 2017
TROY ELEMENTARY SCHOOL

District Members: Dana Hoskins, Negotiator; James Fry; Brad Malm, Supt.; Theresa Priebe, Clerk
TEA Members: Alison Bohman, Negotiator; Crystal Tibbals

Dana Hoskins called the meeting to order at 6:03 p.m. Introductions around the table were made.

Minutes were approved from July 5, 2017 meeting and signed.

Dana Hoskins stated I think when we left we had a counter proposal for steps and lanes and 3% bonus, correct?

Alison Bohman stated yes.

Dana Hoskins stated that the District has gone back and crunches some numbers and we have two different options and we're just going to lay those out and let you guys discuss them.

Alison Bohman stated okay.

Dana Hoskins stated Option A is steps and lanes and a 2% bonus. Option B is steps and lanes and 1% on the base. And we know you are going to want to discuss this.

Alison Bohman stated yes we'll go caucus really quickly and come back in maybe 10 minutes.

Dana Hoskins stated okay.

TEA team left to caucus at 6:05 p.m.

TEA team returned to the table at 6:14 p.m.

Alison Bohman stated we had a chance to discuss it and just a couple of things: the salary based apportionment from the State is \$66,000 roughly and which equates to us getting steps and lanes anywhere from a 3-4% on the base. So, we are willing to compromise on that and counter with 2% on the base and steps and lanes.

Dana Hoskins stated okay.

Alison Bohman stated and one issue we were just talking about with the bonus, last year we negotiated a one-time 1% bonus and looking at our paystub it's not equating to 1% bonus.

Theresa Priebe stated on the base. 1% of the base.

Alison Bohman stated okay. I guess in negotiations last year, that's not the way we understood that was going to work.

Dana Hoskins stated okay. I'll make a note of that.

Alison Bohman stated that our counter is 2% on the base and steps and lanes.

Dana Hoskins stated can we have a few minutes and we will be right back.

District team left to caucus at 6:15 p.m.

District team returned to the table at 6:32 p.m.

Dana Hoskins stated we are back at the table and the District accepts the steps and lanes and the 2% on the base.

Alison Bohman stated alright. I did find the wording from the last year's bonus and on the base is not in there. Maybe it was just a misunderstanding. That's just something to keep in mind I guess.

Dana Hoskins stated that we looked at it as well so we will go back and look at it again. We want to make sure that we are whole.

Dana Hoskins stated I think we are going to call tonight.

Crystal Tibbals stated should we go back and touch on everything.

Alison Bohman stated yes, maybe go back through the list to make sure everything is covered.

Dana Hoskins stated yes. That is a good idea and I can definitely do that.

- Reinstate the 2016-17 Master Agreement. The District accepted that.
- Movement on the salary schedule (steps and lanes). District accepted that.
- Salary Increase – 2% on the base.
- The District is going to do supplemental contracts instead of extended.

Alison Bohman asked for both FFA and BPA?

Dana Hoskins stated yes.

Alison Bohman stated it was 30 days for FFA and 4 days for BPA.

Dana Hoskins stated yes. And, then on the District side:

- Remove the language in the Master Agreement that refers to how many minutes in the day the teachers are working. I think we agreed to that.

Alison Bohman stated yes.

Dana Hoskins stated let me see, we specified that the school day shall be no more than 6 hours and 12 minutes.

Alison Bohman stated that was one we were going to come back and check on because I think there was a little bit of confusion and Brad maybe you can answer this, we had increased it from 6 hours to 6 hours 6 minutes to allow for that reteach time. And was there an additional 6 minutes that needed to be added?

Brad Malm stated I don't believe so. I would have to go back and look.

Alison Bohman stated I think we agreed to this last year for the 6 hours 6 minutes and I don't know if Dr. Castro forgot that we had already done that last year because I don't think anyone's working more than 6 hours 6 minutes, are they?

Brad Malm stated I don't believe so. I'd have to go look at the calendar and the clocks, but I think we are fine. We didn't change anything from last year to this year.

Alison Bohman stated right.

Dana Hoskins stated okay.

Alison Bohman stated I'm just thinking that it's one of those things we agreed on last year and maybe it was just forgotten.

Dana Hoskins stated okay. Maybe we need to go and look at our meeting minutes. For some reason I wrote the school day shall be no more than 6 hours and 12 minutes for assigned classroom time.

Alison Bohman stated right. That is what we had started discussing and then Christy was going to check on it because we couldn't find anyone who was working more than 6 hours and 6 minutes and then it was one of those things we haven't discussed since then.

Dana Hoskins stated okay.

James Fry stated wasn't there discussion that it wasn't happening over in the grade school but there was somebody at the high school that was working over 6 hours 6 minutes. Does that seem

Brad Malm interjected that our classes are 49 minutes long and you multiply that by seven periods, it's 5.71 hours and then we have that little bit of time at the beginning of the day, first period is just a little longer. An additional 15 minutes.

Dana Hoskins stated okay, the minutes read "Dana Hoskins stated I should read it into the minutes our first request is to remove the language in the Master Contract that refers to how many minutes in the day the teachers are working and that is 7.03 The school day shall be no more than 6 hours and 6 minutes of assigned classroom time and 8 hours of work per day." The second item is to remove the language in the Master Agreement that refers to teachers' prep time that is 7.03 A. Preparation time: Each full time teacher during the normal student day will have no less than a 30 minute daily preparation period is segments of no less than 20 minutes. And the discussion on that one was if you took a 10-minute break and stopped and went back to work or did a 20 minute, we would still have to do another 20 because we couldn't reach the 30. Let's see here. "Alison Bohman stated I know we talked about it last year. Remind me again the purpose and Dana Hoskins stated when we were doing the reteach/enrich at the high school, it doesn't fit their schedule, so we just needed to I think add 20 minutes."

Brad Malm stated we didn't add 20 minutes. What we did was we had silence sustained reading which was 20 minutes. So, instead of doing silence sustained reading, we did reteach/enrich. There were no minutes added to the day.

Dana Hoskins stated that we just wanted to make sure that it matched what was actually being done. So, 6 hours 6 minutes. So maybe we need to meet one more time just to review that. Make sure that it's acceptable on both sides.

Alison Bohman stated or can we tentatively agree on the 6 hours 6 minutes and if you find something that has to change, then we can come back. Is that acceptable?

Dana Hoskins stated that is acceptable to me. Our goal is to make sure that it matched. The other one, I think it was agreed to as well.

Alison Bohman stated right. With the prep time.

Dana Hoskins stated that was the only two things that we had. So, we are good.

Alison Bohman stated I think we are good.

Meeting adjourned at 6:39 p.m.

Dana Hoskins

Date

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 6:00 p.m. at the Troy Elementary School Library, 103 Trojan Drive, Troy, ID on as scheduled below. The purpose of this meeting is as follows:

- 1. Negotiations, July 5, 2017**
- 2. Negotiations, July 6, 2017 (if needed)**

**Dated this 30th day of June 2017
Theresa Priebe
Clerk, Board of Trustees**

NEGOTIATION MINUTES
JULY 5, 2017
TROY ELEMENTARY SCHOOL

District Members: Dana Hoskins, Negotiator; James Fry; Brad Malm, Supt.; Theresa Priebe, Clerk
TEA Members: Alison Bohman, Negotiator; Crystal Tibbals

Dana Hoskins called the meeting to order at 6:00 p.m. and everyone introduced themselves around the table.

The June 13, 2017 negotiations minutes were approved and signed.

Dana Hoskins stated that the last time we met we had a counter proposal and did you guys have an opportunity to discuss it.

Alison Bohman stated yes we did and we actually have been meeting with Jason and IEA and we have a packet of information, a review of numbers, and Jason is here tonight and willing to explain all of these if that would be helpful.

Dana Hoskins stated that I think what we will probably do is we'll probably, is what we will do is go back and review these.

Alison Bohman stated okay.

Dana Hoskins stated and then, I know our numbers were very close and as the whole picture of what the District could afford. That is what we offered but we will go back and review this.

Alison Bohman stated okay.

District team left to caucus at 6:02 p.m.
Teams returned to the table at 6:17 p.m.

Dana Hoskins stated that we had the opportunity to glance at this and we recognize that it's not a full picture for the District. We actually have two extra teachers that we pay for completely out of the District funds. We're going to take a transportation loss. Although this was good and we do appreciate it, it doesn't give us an exact picture of where we're at. So, do you guys have a counter to our proposal?

Alison Bohman stated yes, we can counter. Steps and lanes in which we both talked about on both sides and I think we're in agreement with that and a 3.5% on the base.

Dana Hoskins stated so going back to our goal as a district, and not widening the, what I refer to as our "at-risk" money—which are monies that we have to go to our patrons and ask for—those are the funds that actually are both of these categories. So, what we're looking at is going against what the district is as a whole, our goal is to get on financially sound ground which is when we pay for any staff out of funds that we have ask for beyond what the state gives us, the minute the patrons say "no" that funding no longer can we afford that position. So, we're going to go back and talk but I just wanted to remind you where the District is coming from. That really is our goal, to get us back on secure footing and also I am

hoping that we are all realizing that the District pays above what the State pays. I know what it's like not to get a raise so I totally understand that. I'm hoping that we can come to an agreement, but we're going to have to talk about it. So we're probably going to take another 15 minutes.

Alison Bohman stated sure.

District left to caucus at 6:20 p.m.

Teams returned to the table at 6:30 p.m.

Dana Hoskins stated that the District has again reviewed their numbers, our numbers, and we will counter with Steps and Lanes and a 2% bonus.

Alison Bohman stated can you give us a few minutes to go caucus and talk about things.

Dana Hoskins stated certainly.

TEA team left to caucus at 6:31 p.m.

TEA returned to the table at 6:39 p.m.

Alison Bohman stated that we had time to go back and discuss and we do really appreciate the District's willingness to meet and negotiate with us. We understand that we have always had a levy and probably always will until the State of Idaho decides to fully fund education which, you know, if that will ever happen or not. And we understand that the District pays up and above the salary based apportionment as all school districts in northern Idaho do. The largest percentage of that, up and above what the State pays, would go for administration and classified. Certified is not as high of a percentage over. But we also understand that the District has to live in their financial means and you know we have to try to keep up with the cost of living which last year in 2016 was 3% and I think based upon that I know the District needs to remain competitive within the region and within the State, we are willing to counter Steps and Lanes and a 3% increase on the base.

Dana Hoskins stated okay.

Alison Bohman stated I really think now is the time for the District to show the commitment to the teachers.

Dana Hoskins stated and you know our commitment is with you guys and that is part of why we are trying to move your funds, what we pay you with, strictly out of what I consider "at-risk" money. And, yes we will probably always have an M & O, we will always ask, we have heard rumblings out in the community that you know our \$995,000 levy, why are we still there, why haven't we dropped it back since our enrollment has decreased. So, I am sitting at the edge of the chair wondering what's going to happen with this next one and while I want to make sure that you guys feel appreciated, and we value you, and want to pay you competitively, looking at our funds as a whole literally stepping across the line going to steps and lanes, those funds, when we pay as a whole part of those dollars come out of the maintenance and operations levy. If we add another 3% to that we are just widening that gap once again. So, I am going to come back again and we have okayed the steps and lanes because we have had this discussion and you guys realize if the levy fails, that means a position. That means somebody, somewhere, is either

going to be cut back or lose a position. We stepped forward with doing that, but on anything else that we do, I am going to ask that we keep it in the bonus so that we're not continuing to widen that gap.

Alison Bohman stated I guess the problem with the bonus is that it makes it hard for us to do long-term planning because next year we may not get that bonus and then we take a pay cut. So, we would like to have the guaranteed money as well so we can do long-term planning for our families.

Dana Hoskins stated so the District pays out of pocket for two full-time employees. Would the TEA consider absorbing and taking on those responsibilities? If we eliminated those two positions. Here's what I'm saying, if we eliminated those two positions and we did not pay for two full FTE's and those funds that we use to pay for those employees, would the TEA be willing to absorb those roles?

Alison Bohman asked why would you eliminate them; you have the funding to pay them?

Dana Hoskins stated well, what we are looking at is trying to eliminate having the funds grow--the widening of the M&O--and when we do percents on the base, that widens it because that's the only place where the funds are going to come from. We are taking a loss from where we were last year, although I appreciate this, if Jason would like to work with Theresa, the calculations from really what we're going to see at the district level you guys then would have that and then you'll see that we're not getting extra money. We're actually losing money. Let us take your counter back and why don't we meet back here tomorrow and continue this discussion. Sound good?

Alison Bohman stated yes. Thank you.

Next meeting is scheduled for July 6, 2017 at 6:00 p.m. at the Elementary School Library.

The meeting was dismissed at 6:46 p.m.

Dana Hoskins 7/6/17
Dana Hoskins Date

Alison Bohman 7/6/17
Alison Bohman Date