

NEGOTIATIONS MINUTES
MAY 7, 2026

District Negotiators: Pam Hilliard, Lead Negotiator; Lisa Hunter, Trustee; Klaire Vogt, Superintendent; Theresa Priebe, Clerk

TEA Negotiators: Matt Bruns, Lead Negotiator; Jessica Renfrow

Others: Crystal Tibbals

Pam Hilliard opened the meeting at 4:00 p.m.

Pam Hilliard stated welcome everyone. We're back again. I think first order of business is to approve the minutes. Did you have any questions on it?

Matt Bruns stated nope, I read through everything. Everything was accurate.

Pam Hilliard stated okay, we'll sign two copies of it then. Do you want me to sign that one?

Matt Bruns stated yes, if you would please. Thank you.

Pam Hillard stated did you have any adjustments to add to your proposal that you gave us last time?

Matt Bruns stated we did not have anything additional to add to the proposal. We're prepared, I think, tonight to just take the proposal on each item and have discussion about it and hopefully reach an agreement.

Pam Hilliard stated Okay. So reinstating the 25-26 negotiated agreement with the following changes. Movement on the salary schedule, steps and lanes. We're good with that?

Matt Bruns stated Okay. And did you want me just to initial this copy?

Pam Hilliard stated I'll initial this one. Insurance, district covers increased cost in full. And we are good on that?

Matt Bruns stated okay.

Pam Hilliard stated and covering it with the same plan that we have and all the other items that are changed. It's just the increase in costs that we cover.

Matt Bruns stated okay. And will the insurance committee meet at least one more time?

Klaire Vogt stated this year?

Matt Bruns stated as a committee?

Klaire Vogt stated in the fall. We can in the fall or when she gets other information.

Matt Bruns stated I just wasn't sure. I knew at the last meeting there was discussion still about numbers, but otherwise there's no, there's not another meeting scheduled for this for a year.

Klaire Vogt stated No, no, no. But we can put that on the schedule in the fall.

Matt Bruns stated Okay.

Klaire Vogt stated I mean she'll come down and go over stuff with us anyway. But we can definitely make that again.

Matt Bruns stated okay.

Klaire Vogt stated so you'll put that in your calendar and remind me, right? Okay.

Pam Hilliard stated sorry. Okay. Okay. Salary increases. We have no extra money. So. Yeah. Understanding there's none.

Matt Bruns stated we understand where you're coming from there. I think like I kind of explained at the last meeting, we just wanted to put it on there just if there was anything the district could do. We certainly understand with the increase in insurance this year that that's a substantial cost.

Pam Hilliard stated yeah. Yeah. And we, we covered the steps and lanes with, you know, between it and the insurance costs.

Matt Bruns stated so, yeah, we can agree to no increase this year with hopes that our future situation may allow it.

Pam Hilliard stated so I'm going to add no increase here. Then we get down to the language and the negotiated agreement. We gave you last time the gold copy or whatever. And did you have any questions on that?

Matt Bruns stated I don't think so. No, we had a chance to review things. And I think at this point we would like to go with option B with the, with the MOU.

Pam Hilliard stated okay. We're good with that.

Klaire Vogt stated except the date.

Pam Hilliard stated oh yeah. And did you notice that the dates were wrong? It should be 26-27.

Pam Hilliard stated if you get that changed and,

Klaire Vogt stated and we will not discuss how that got there.

Matt Bruns stated okay. Thank you for pointing that out Yeah. Small clarification, but yes, I'm glad you pointed that out. But no, we did not have any other major issues with the MOU.

Matt Bruns stated Jessica, did you want to, I guess, talk at all about any clarification on, on that?

Jessica Renfrow stated sure. So, one thing that we talked about was throughout our negotiated agreement, maybe on the like main few that are affected by this, just putting like an asterisk or something so that if somebody's reading it, they can see that that piece is maybe not. So, because our negotiate, if I understand our negotiated agreement will read as it usually does, but we don't want somebody to pick it up and read it and say, oh, it's this without understanding that that's there. So just maybe mark within the document an asterisk.

Matt Bruns stated something with an asterisk that says, um, revert to MOU or something so that they're aware of that so that we can stay in compliance.

Klaire Vogt stated um, you want these asterisked in the contract, put an asterisk by it or just put the MOU with the end with the asterisk.

Pam Hilliard stated um, asterisk on each one.

Jessica Renfrow stated on the ones throughout the contract. Just make something that to see that. And then another example was the 5.0 Communications. This meeting could still happen, but maybe the asterisk, as long as it's outside of contract hours with the MOU, that kind of a thing.

Pam Hilliard stated could you say that again, please?

Jessica Renfrow stated Um, so like for 5.0 Communications, this still could happen, but it just has to be outside of contract hours. So just so that that's all clear. I don't know that. To people that are not. That don't know.

Matt Bruns stated in other words, we don't want to shut down our open line of communication, but we want to make sure that we're in compliance.

Klaire Vogt stated so do you want to reword it right now to say that, or wait and get more information on it?

Jessica Renfrow stated I think just as long as there's a mark that we need to look at the MOU for that one. To make sure that we're following or referring to because it's affected by the bill.

Pam Hilliard stated are you following Klaire?

Klaire Vogt stated yeah, I'm making sure that it's not, that we're not contradicting ourselves by saying.

Jessica Renfrow stated or if it's implied that, if it's implied through the MOU that we can still do that. We just know that there's a caveat to that meeting, I guess.

Klaire Vogt stated gotcha. So, if it's after hours.

Jessica Renfrow stated yeah.

Klaire Vogt stated as defined by whatever they're calling activities. And really the MOU states basically you can't do it during work hours.

Pam Hilliard so if I add on here, agreed to the MOU with addition of asterisk. See MOU. Good?

Jessica Renfrow stated that one shouldn't be asterisked.

Klaire Vogt stated 3.141.

Jessica Renfrow stated 3-1. That one doesn't need to have any changes.

Klaire Vogt stated have you guys received information on that? Because I keep getting both. That it's a no go, that you don't have to. And then I've heard you do.

Matt Bruns stated our interpretation is that, we still would have the ability to negotiate that the negotiations process is still an acceptable thing that has to happen throughout the school year. And so I think that was why we were bringing attention to that just that we would still need to show the 50% plus one representation so that we could continue to negotiate.

Klaire Vogt stated my understanding so far from what I've understood is it's not like there's no harm in it by any means. I just didn't, but we don't. I've been told that I don't know that it has to be done anymore. But if you guys have heard otherwise, please let me know. But it doesn't stop you from any of us from negotiating.

Pam Hilliard stated yeah, this seems to be talking most about showing proof. Do you know that the union's requiring that of you?

Matt Bruns stated as far as showing.

Pam Hilliard stated that you have to show that first.

Matt Bruns stated that we have the 50% plus one.

Pam Hilliard stated yeah.

Matt Bruns stated that the union is requiring it or that?

Pam Hilliard stated I asked if the union was requiring it.

Matt Bruns stated I'm not aware of a union requirement there, but I know that we have always done that. Just to make sure that we are representing the majority of employees here that we've done that. We've always made sure that we've represented 50% plus one of our members here.

Klaire Vogt stated at one point the code changed. So we had to have, I had to put that in there, which is fine. But my understanding right now, just, and I could be completely wrong is they said they took that out. It doesn't hinder us either way. So it's not, I guess what I'm saying is I would rather asterisk it and then find out if it's still good to go. And it's still part of the MOU. If it's part of the MOU and it's really, we don't have to do it, then it's really, you don't have to do it. It's not stopping any negotiations. We need the process. But I can see where you're saying if it is and you didn't do it, then I can see where that would come back and say, oh, you didn't do it. So I could see that piece.

Pam Hilliard stated but if it was left and asterisked, then a future information might be able to tell us whether we really need it or not.

Matt Bruns stated yeah, we would maybe need to caucus just for a few minutes just to clarify that. Is that okay?

Pam Hilliard stated oh yeah, yeah, that's fine.

Teams caucused at 4:13 p.m.

Teams returned to the table at 4:19 p.m.

Pam Hilliard stated all right, so what more did you have to add? Anything?

Matt Bruns stated so we just had a chance to discuss that and basically what we determined is that we have not been given definitive interpretation on that. So we're okay, I guess, leaving it struck like that as long as we mark it with an asterisk for right now.

Pam Hilliard stated okay, our understanding is we wouldn't strike any of this. We're going to leave it in the contract.

Matt Bruns stated I'm sorry, I misspoke just that we would leave an asterisk next to it, I'm sorry. Yes, because we would be defaulting to the MOU.

Pam Hilliard stated anything more to add on that? So what I've put in here, new language and negotiated agreement to be in compliance with new state law 516, we agreed to MOU including asterisk, see MOU on each section indicated on district proposal option A and update the dates to 26-27.

Matt Bruns stated yeah, yep.

Pam Hilliard stated good. And then since we have a document, we're going to initial off on this too for now. We'll get a good one.

Klaire Vogt stated we'll get the dates changed.

Pam Hilliard stated yeah. I'm going to finish that one.

Matt Bruns stated okay. And if you want to sign on this to make that one official. I think you had those two, but. Thank you. And I think I got all the initials correct on that one.

Pam Hilliard stated yes. Okay, anything more for the good of the order?

Matt Bruns stated I don't think so, not for this year.

Pam Hilliard stated All right, all right. I will close the meeting then.

Matt Bruns stated thank you.

Meeting adjourned at 4:21 p.m.

Pam Hilliard, Negotiator, District

Matt Bruns, Negotiator, TEA