

NEGOTIATIONS MINUTES
MAY 9, 2023
TROY ELEMENTARY SCHOOL

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

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

The meeting began at 3:59 p.m.

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

Crystal Tibbals stated yes.

Pam Hilliard asked if all was okay.

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

(Minutes were signed by both parties)

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

Pam Hilliard stated yes doesn't it.

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

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

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

Pam Hilliard stated where

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

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

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

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

Klaire Vogt stated un-huh

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

Klaire Vogt stated I took that out, right.

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

Klaire Vogt whispered do you have the doohickey.

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

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

Crystal Tibbals stated what was

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

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

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

Someone stated I didn't think so.

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

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

Crystal Tibbals stated okay.

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

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

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

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

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

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

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

Theresa Priebe stated no.

Klaire Vogt stated including...say that again.

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

Klaire Vogt stated right.

Pam Hilliard stated everything has to be included.

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

Klaire Vogt stated the 95(000), yes.

Theresa Priebe stated that was *my* understanding.

Pam Hilliard stated uh-huh.

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

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

Klaire Vogt stated see a 5%...

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

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

Theresa Priebe stated at 5%.

Klaire Vogt stated yeah, with steps and lanes.

Theresa Priebe stated steps and lanes movement.

Klaire Vogt stated yes, is in that total cost.

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

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

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

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

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

Crystal Tibbals stated yes please.

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

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

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

Crystal Tibbals stated nope. That's just fine.

Teams caucused at 4:08 p.m.

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

Pam Hilliard stated alright go for it.

Klaire Vogt stated there you go Theresa.

Theresa Priebe stated I can explain what I did.

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

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

Crystal Tibbals stated right!

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

Pam Hilliard stated plus the new

Klaire Vogt stated the three new

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

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

Theresa Priebe stated it averages about that, yeah.

Klaire Vogt whispered something

Everyone was quiet for a moment.

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

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

Theresa Priebe stated yes, steps and lanes.

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

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

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

Crystal Tibbals stated okay.

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

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

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

Crystal Tibbals stated okay.

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

Crystal Tibbals stated oh, okay.

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

Crystal Tibbals stated okay.

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

Crystal Tibbals stated so the scattergram that we were working with

Klaire Vogt stated here you go.

Papers were shuffling on the table.

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

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

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

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

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

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

Crystal Tibbals stated so merry next year.

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

Crystal Tibbals stated got it.

Klaire Vogt stated sorry. So am I with you

Crystal Tibbals stated I think so. I think so.

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

Crystal Tibbals stated okay.

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

Crystal Tibbals stated got it.

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

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

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

Klaire Vogt stated if we hired a new person.

Theresa Priebe stated if we hired a new person.

Crystal Tibbals stated okay.

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

Crystal Tibbals stated okay.

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

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

Theresa Priebe stated right.

Klaire Vogt stated so technically she'd have more.

Crystal Tibbals stated okay.

Theresa Priebe stated so that is what I did.

Crystal Tibbals stated okay.

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

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

Klaire Vogt stated exactly.

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

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

Crystal Tibbals stated okay.

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

Klaire Vogt stated very tiny.

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

Klaire Vogt stated shouldn't say tiny.

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

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

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

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

Klaire Vogt stated same pot.

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

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

Crystal Tibbals stated right and then you said true.

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

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

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

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

Theresa Priebe stated go ahead.

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

Pam Hilliard stated we should probably set another time.

Crystal Tibbals stated okay with me.

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

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

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

Crystal Tibbals stated yeah.

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

Crystal Tibbals stated sounds good.

Meeting adjourned at 4:58 p.m.

Pam Hilliard, District Negotiator

Crystal Tibbals, TEA Negotiator