

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, June 9, 2025 – 6:00 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Public Hearing: Amended FY 2024-25 and Proposed FY 2025-26 Budgets: 6:00 p.m.
3. Public Comments
4. Approve Consent Agenda (Action Item)
 - 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. Executive Session – I.C. 74-206(1)(j) - Negotiations
 - b. Ratify Negotiations 25-26
 - c. Approve Budget for School Year 2025-26
 - d. Approve Hiring Certificated Elementary Teacher
 - e. Approve Hiring Certificated Elementary Teacher
 - f. Approve Hiring Certificated Secondary Teacher
 - g. Approve Hiring Certificated Secondary Teacher
 - h. Approve Alternative Authorization
 - i. Approve Alternative Authorization
 - j. Approve Alternative Authorization
 - k. Approve Hiring Certificated Contracted Teachers/Pupil Services 2025-2026
 - l. Approve Supplemental Contracts 2025-2026
 - m. Approve Hire of Extra Curricular Assignments (Including Head and Assistant Coaches)
 - n. Approve FFA Travel
 - o. Approve Athletic Cooperative
7. Board Member Input for Future Agenda Items
8. Adjourn

Troy School District #287 Mission:

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

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES MEETING
JUNE 9, 2025 6:00P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 6:04 p.m.
 - A. **Members Present:** Pam Hilliard, Wendy Fredrickson, Lisa Hunter, Kendra Holden, Daniel Moyer
 - Administrators Present:** Supt Klaire Vogt; Theresa Priebe, Clerk via Zoom
 - B. **Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Budget Hearing:** Superintendent Klaire Vogt stated that the FY24-25 budget needed to be amended to true up some of the accounts and to include new funds that have been established—Fund 272 Cell Phone Grant and Fund 436 School Modernization Funding. The FY25-26 budget revenue will stay pretty much the same except that we would be budgeting 20.2 support units, not 20.54 support units because enrollment could change; salary increase of 3% across the board for staff; medical insurance increased 7.2%; classified staff needs to be budgeted in the general fund until federal funds are granted; two coaches per sport has been budgeted for and an additional \$2000 increase to Troy High School for the athletic fund to help pay for referees for a total of \$8000; General Liability, Property, Auto insurance is budgeted 10% more; a new scrubber for Troy Elementary School is budgeted; a new electrical heater and electrical hookup is budgeted for the Shop; summer help is included in the grounds budget line; and, the transfers out remain the same except that the \$126,385 that was budgeted for Student Occupied Building Fund 430 will be transferred to new Fund 232 to help cover the costs that the Fund 430 used to cover.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Board Meeting minutes of May 12, 2025; Negotiations minutes from April 16, 2025, May 8, 2025 and May 15, 2025; Bills paid totaling \$374,803.88.
5. **Information Items:** Budget reports included: ASB Financials; Food Service Report; Medical Insurance Pool; District Financial Report. Enrollment 323. Superintendent's report: **Student Achievement**—CIP goals for 24-25 had been met; Reviewed ISAT and IRI results. **Financial Transparency**—Classified salary schedule has the 3% built in but need to reconfigure the administrative assistants in future planning; consider November 2025 Supplemental Levy election; County does not have updated elections calendar to date; **Facilities**— Main projects this summer include clean and paint, playground grass, reconfigure the garden area to an outdoor classroom; **Communications**— Negotiations information to be reported in Executive Session; the Accreditation window is January-March 2026; **Recruitment & Retention**—THS may need a SpEd para, TES will need a Title I-A para and classroom aide; TES and THS teams are attending PBIS training this week; Cognia-Accreditation training for Klaire Vogt. Board Chair Pam Hilliard had no comment.
6. **Action Items**
 - A. **Executive Session per IC 74-206(1)(j):** Wendy Fredrickson moved to go into Executive Session at 6:36 p.m. to discuss negotiations. Lisa Hunter seconded. A roll call vote was taken: Pam Hilliard-aye; Wendy Fredrickson-aye; Daniel Moyer-aye; Kendra Holden-aye; Lisa Hunter-aye. Motion carried. Board was out of executive session at 6:45 p.m. No action taken.
 - B. **Ratify Negotiations 2025-2026:** Wendy Fredrickson moved to ratify the negotiated agreement for the 2025-2026 school year. Lisa Hunter seconded. All voted aye. Motion carried. Terms included reinstate the 2024-2025 negotiated agreement with the following changes: Steps and Lanes, 3% increase on the base; 8.02 Game/Program/Extra Duty which cleaned up the wording; and add Dual Credit Course Teacher of Record Compensation Procedure to the employee handbook.
 - C. **Approve Amended FY24-25 Budget and Approve FY25-26 Budget:** Lisa Hunter moved to approve the amended FY2024-25 budget and proposed FY2025-26 budget. Kendra Holden seconded. All voted aye. Motion carried.
 - D. **Approve Hire of Certificated Elementary Teacher for the 2025-2026 school year:** Lisa Hunter moved to approve the hire of Lisa Young as our new 1.0 FTE elementary teacher for the 2025-2026 school year on a Category 2 contract. Daniel Moyer seconded. All voted aye. Motion carried.
 - E. **Approve Hire of Certificated Elementary Teacher for the 2025-2026 school year:** Wendy Fredrickson moved to approve the hire of Alyson Payne as our new 1.0 FTE elementary Title I-A teacher for the 2025-2026 school year on a Category 2 contract. Daniel Moyer seconded. All voted aye. Motion carried.
 - F. **Approve Hire of new English Language Teacher for the 2025-2026 school year at THS:** Wendy Fredrickson moved to approve the hire of Jedidiah Wallen as our new 1.0 FTE English Language teacher at THS for the 2025-2026 school year on a Category 2 contract. Lisa Hunter seconded. All voted aye. Motion carried.

- G. Approve Hire of Certificated Secondary Teacher for the School Year 2025-2026 at THS:** Wendy Fredrickson moved to approve the hire of Kindra Wilson at our 1.0 FTE Special Education teacher at THS for the 2025-2026 school year on a Category 2 contract. Lisa Hunter seconded. All voted aye. Motion carried.
- H. Approve Alternate Authorization-Teacher to New Endorsement:** Lisa Hunter moved to approve the Alternate Authorization for Jedidiah Wallen to include the English endorsement. Kendra Holden seconded. All voted aye. Motion carried.
- I. Approve Alternate Authorization-Interim Certificate:** Lisa Hunter moved to approve the Alternate Authorization for Alyson Payne. Kendra Holden seconded. All voted aye. Motion carried.
- J. Approve Alternate Authorization—Content Specialist:** Lisa Hunter moved to approve the Alternate Authorization for Kaitlyn Wright. Daniel Moyer seconded. All voted aye. Motion carried.
- K. Approve the Hire of Certificated Contracted Teachers/Pupil Services for 2025-2026:** Lisa Hunter moved to approve hiring the Renewable and Category 2 certified personnel contracts as listed. Kendra Holden seconded. All voted aye. Motion carried. Wendy Fredrickson abstained from participating and voting due to conflict of interest.
- L. Approve Supplemental Contracts 2025-2026:** Lisa Hunter moved to approve the 2025-2026 Supplemental Contracts for Ashley Nelson for 7 days and Sam Hoffman for 30 days. Kendra Holden seconded. All voted aye. Motion carried.
- M. Approve Extracurricular Assignments (Including Head & Assistant Coaches):** Wendy Fredrickson moved to approve the Extracurricular Assignments as presented for the 2025-2026 school year. Lisa Hunter seconded. All voted aye. Motion carried.
- N. Approve FFA Travel:** Lisa Hunter moved to approve out-of-state travel for the FFA team to the Washington Leadership Conference June 2025. Kendra Holden seconded. All voted aye. Motion carried.
- O. Approve Athletic Co-op with Moscow High School:** Lisa Hunter moved to approve the athletic cooperative-swimming for the 2025-2026 school year. Daniel Moyer seconded. All voted aye. Motion carried.
- 7. Other Business:** Future goal to bring buses to campus
- 8. Adjourn:** Meeting adjourned at 7:05 p.m.

Pam Hilliard, Chair

Theresa Priebe, Clerk

NOTICE OF NEGOTIATIONS MEETING

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

NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Negotiations Teams for both the Board of Trustees and Troy Education Association of said district has called a meeting to be held at 4:00 p.m. at the Troy Elementary School Library, 103 Trojan Drive, Troy, ID on Thursday May 15, 2025. The purpose of this meeting is as follows:

- 1. Negotiations**

**Dated this 9th day of May 2025
Theresa Priebe
Clerk, Board of Trustees**

Negotiations Minutes

May 15, 2025

District Negotiators: Pam Hilliard, Lead Negotiator; Lisa Hunter, Board member; Klaire Vogt, Superintendent

TEA Negotiators: Crystal Tibbals, Lead Negotiator; Matthew Bruns, Jessica Renfrow

Pam Hilliard stated alright, we are here again. If everyone will state their name for the record please.

My name is Crystal Tibbals and I'm the lead negotiator.

Matt Brown, support negotiator.

Jessica Renfrow, support negotiator.

Lisa Hunter, school board trustee.

Pam Hilliard, lead negotiator for District.

Klaire Vogt, Superintendent. Okay, that's in the minutes.

Pam Hilliard stated there we go. Speaking of minutes, did you get a chance to look at the minutes?

Crystal Tibbals stated I glanced through them, yes, I didn't see anything.

Pam Hilliard stated are you good? Okay, go ahead and sign them please.

Pam Hilliard stated all right, let's go ahead and review where we are. I'm going to start with the district proposal. It was on the game day extracurricular assignments and we agreed on that one. So that one's done. And then do you want to go through yours and where we are. I believe we're at number two about the flex day. We agreed on that one.

Crystal Tibbals stated yes, that one's all cleaned up and ready. Yes, we agreed on that one. We signed that one, right?

Pam Hilliard stated Yeah, okay, yes. Yep. And then on pay increase on yours, do we have a percent that you're asking for?

Crystal Tibbals stated I was hoping for a number, which is kind of where we finished last time. When we talked, we were like, well, this is how much money is coming in. What will be the best for the district? What's available for percentage raises, for the longevity? Where are we sitting? Which is what I was hoping for.

Pam Hilliard stated and for all that, let's go ahead and we've got the ag one and the dual credit. We have something on dual credit that we'll give to you.

Crystal Tibbals stated perfect. And we have something for the ag one as well. So, either one is fine.

Pam Hilliard stated all right. Do you want to start with?

Klaire Vogt stated did I give this to you? This is just the historical, it looks like last year's where it's the 23-24, 24-25, and then 25- 26.

Crystal Tibbals stated perfect.

Klaire Vogt stated and then the steps in the longevity is under the total cost.

Crystal Tibbals stated and then do we have the total money coming in?

Klaire Vogt stated okay, I gave you the salary schedule. The one with a lot of pink.

Crystal Tibbals stated you did. Yes. And we looked at it. The new one she gave us last week. I don't know if we got more than one copy.

Klaire Vogt stated we did. Okay, so I don't have it copied, but I can read it to you.

Matthew Bruns stated we have it.

Crystal Tibbals stated we have it.

Klaire Vogt stated oh yeah. But the total amount.

Crystal Tibbals stated the total amount's coming in from the state for salaries. Perfect.

Klaire Vogt stated how do we find it? Reimbursed for 20... I don't know if this matters. The salary that we're reimbursed for is 21. The number of teachers is 23.

Crystal Tibbals stated so 23 is the number of teachers we have. And the number we're reimbursed for is 21.

Klaire Vogt stated 21, yeah. I don't know if that matters.

Crystal Tibbals stated I think it does matter. Because we don't get reimbursed for all of our people. And the reality is the number of people we have is very important. And we need to maintain that for sure.

Klaire Vogt stated I don't know if this is going to matter too. Well, it's the 1,460 ,000. That's at the bottom of the salary schedule.

Crystal Tibbals stated 1,486 ,541. Is that what you're saying?

Klaire Vogt and Crystal Tibbals was reviewing the new proposed salary schedule and the Salary Based Apportionment form for FY24-25

Crystal Tibbals stated so, and I'm not necessarily looking for like the total money spent for the career ladder. Because I know they don't jive. So certain percentage was allocated this year for pay increases. I think it was 5% that was allocated. But I know it doesn't equally just go, we get 5% for pay raises. So my thought was like, if it's 5%, what dollar amount does that equal to? For us to look out so we can make

sure all parts and pieces are covered. I just don't want to come and be like, we want a 5% pay raise when there's not the money for that.

Klaire Vogt stated so that would be in this part where it says, well, we didn't go up to 5%. So do you want to know the state 5% where that went? Or a 5% cost to us?

Crystal Tibbals stated no, I want to know the 5% increase amount.

Pam Hilliard stated the additional 5%.

Crystal Tibbals stated the additional 5% that we're getting. From what we got last year.

Klaire Vogt stated then ignore that. It would be in this. This has names. So they're all public. It just looks a little bit... How much we spent? What we're into this year. And how much we have to work with.

Crystal Tibbals stated so this is the amount of money coming in. That's the number I was wanting to say. The number is the 82,065.

Klaire Vogt stated I want to make sure it wasn't like... Obviously we need more than 82,000 dollars. That's why I didn't know if you needed...

Crystal Tibbals stated I absolutely trust your math. I don't feel like anyone is trying to be weird and sneaky. Based on the form we had last year, we're like, this is how much money is coming in. We need this much to fund for longevity. This is how much of a percentage we can actually afford.

Klaire Vogt stated we're not trying to...

Crystal Tibbals stated this year is not the year to try to find extra pieces or pull from this or whatever. We all feel very strongly that the legislative this year was not kind to education. That money's feel a little... Scary. So we're like, how much do we have? Let's look at that and let's see what we've got. We had new teachers coming in and all the things. So yeah

Klaire Vogt stated so that's the number.

Crystal Tibbals stated so it's about 82,065. That was what I was absolutely hoping for. Based on that, with the sheet that you gave us, the 3% on the base is really what we can afford as a district. That would keep the district healthy and keep our people healthy. That is something that we're happy to move forward with.

Pam Hilliard stated the 3%. Question for you, Klaire. You say \$82,000 to work with, but it shows that this total cost can be \$98,000.

Klaire Vogt stated so then our other numbers, it would come out of supplemental.

Pam Hilliard stated okay. So we're ready to sign on.

Crystal Tibbals stated sounds great. Yes.

Klaire Vogt stated with steps and lanes.

Crystal Tibbals stated yes, with steps and lanes and the longevity and keeping everything in place.

Klaire Vogt stated we would write 3%, yeah. But I would sign them both lines. Or note that it's both. Doesn't matter.

Crystal Tibbals stated we'll put it in the minutes, but it absolutely includes both.

Pam Hilliard stated okay, and then we have the dual credit. Let's go to that one next.
Crystal Tibbals stated perfect.

Pam Hilliard stated I think you've gotten those. Klaire wrote up the policy procedure.

Klaire Vogt stated we did find out that it has to go through payroll. So it would have to count those pieces.

Pam Hilliard stated so basically it would be the dollar amount, let's say 500 less on the benefits of social security and Persi.

Crystal Tibbals stated so it would come out of the stipend amount rather than have the district cover that amount.

Klaire Vogt stated on the sheet it says best practices, meaning that's the rationale behind it. That would come off of that. That's just for our discussion.

Pam Hilliard stated I got an email. So I'm not going to read it out to you if you guys just want to read through it.

Crystal Tibbals stated okay, and we are going to put this into what document?

Klaire Vogt stated into the employee handbook.

Crystal Tibbals stated okay. So I do have one question, it will be paid out in June. So, they would be paid out in one check for the entire year for both semesters. So both would be completed, met and done

Klaire Vogt stated yup.

Teams stepped out to caucus at 4:16 p.m.
Teams returned to the table at 4:25 p.m.

Crystal Tibbals stated all right. We conferred and this looks wonderful.

Pam Hilliard stated okay.

Klaire Vogt stated do you want to initial this page too so that I know that this was the document that we referred to? Yeah.

Crystal Tibbals stated okay.

Lots of paper shuffling.

Pam Hilliard stated alright. The Ag.

Crystal Tibbals stated we have one more. The Ag. The Ag teacher one. I visited with Mr. Hoffman after our meeting last time and he did acknowledge that he has not worked closely with his building administrator regarding to what things are part of his contract requirements and which things he has done in his belief to create a better program. He truly believes that the stuff that he's done is for the betterment of the program and it's really good for kids. He has every intention of continuing to document everything for the next for the foreseeable future and he'll check in more regularly with his building administrator to get that clarification and then that if we bring this back next year then we'll have that documentation and more to like really discuss. If it does prove to be a necessity then we can continue the conversation.

Pam Hilliard stated yeah. And I think that's great. Again, to me it's, you know, you look at those two job descriptions and is he doing everything on them? Is he doing more than them? And then we all need to agree what we want to pay him for and then he should only do what he gets paid for and not do things that, I mean, then it's up to him if he wants to volunteer for something.

Crystal Tibbals stated and I did communicate that there was no message from the negotiating table that he was not valued as an instructor or that his program did not bring value to his school or to his students. And there was nothing in that capacity to diminish what it is that he does do, but that there was just not that we needed more. We needed more clarification and that was where we would head with our next steps.

Klaire Vogt stated okay. That's the next step in the alignment..

Crystal Tibbals stated yeah. That's great. Yeah. That's good.

Pam Hilliard stated so do we need to put something on there that it's tabled for another year?

Crystal Tibbals stated I don't know that we need to necessarily table it. I think we would just agree that we were going to keep it at 30. To keep it at 30 for now. And if in fact the documentation shows that would be something we would bring back, it will stay, it'll stay on our radar. And if it's something that documentation shows in communication and everything's like, yeah, we do. We do need to bring this up again. Then we'll add it to our stuff when the time is right.

Pam Hilliard stated sounds great.

Klaire Vogt stated I think keep it current days. 30 days.

Crystal Tibbals stated 30 days for his extended contract.

Pam Hilliard stated is there anything more here that's good of the order?

Crystal Tibbals stated nope. I think we are done. A

Pam Hilliard stated alright. Well, thank you.

Crystal Tibbals stated you're welcome.

Matthew Bruns stated thank you.

I appreciate that it goes like instead of like... other ones. Thank you.

Pam Hilliard, District Negotiator

Crystal Tibbals, TEA Negotiator

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, May 12, 2025 – 6:30 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Public Comments
3. Approve Consent Agenda (Action Item)
 - a. Minutes
 - b. Bill Payments
 - c. Classified Personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
4. Information Items
 - a. Budget Reports – Proposed FY 25-26 Budget Review
 - b. Enrollment Report
 - c. Principals Report
 - d. Superintendent Report
 - e. Board Chairman Comments
5. Action Items
 - a. Approve Kelly Scholarship Recipients
 - b. Approve District Insurance
 - c. Approve Bus Use
 - d. Approve Protective Equipment Request
6. Executive Session I.C. 74-206(J)-Negotiations
7. Board Member Input for Future Agenda Items
8. Adjourn

Troy School District #287 Mission:
To provide educational opportunities for every student that emphasize the principles of learning for a lifetime, respect for a community and tradition, and pursuit of excellence.

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**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES MEETING
MAY 12, 2025 6:30P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 6:30 p.m.
 - A. **Members Present:** Pam Hilliard, Wendy Fredrickson, Lisa Hunter, Kendra Holden
 - Administrators Present:** Supt Klaire Vogt; Theresa Priebe, Clerk via Zoom
 - B. **Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Public Comments:** None
3. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Board Meeting minutes of April 14, 2025; Resignation from Samuel Collins; Bills paid totaling \$396,440.24
4. **Information Items:** Budget reports included: Draft/Proposed 25-26 General Fund budget; Medical Insurance Pool Report; ASB Financials; Food Service Report; District Financial Report. Enrollment 326. THS Principal report: **Student Achievement**—FFA Chapter North Idaho District Events results, Washington Leadership Conference in DC, BPA National Leadership Convention in Florida, State Track and Baseball dates and venues, JrHi Track Fun day, Students of the Month for Most Improved category; **Communication**—Fire Drill, Formal Observations, ISATs, FFA Plant Sale, Awards Night, Junior Parent Meeting, Class of 2025 year-end plans; **Recruitment & Retention**—Observations complete. Superintendent’s report: **Student Achievement**—Testing, TES Spring Concert, 6th grade tour of THS, 5th grade/Senior Connection, New student & Kindergarten registration; **Financial Transparency**—Spudingo turnout was great, received Lunch donation; **Facilities**—Fire Drill, Projected enrollment for the 25-26 school year; **Communications**—Post Legislative Tour, Crisis Team updates, Negotiations May 8, 2025, Board Training to be determined for leadership and facilities; **Recruitment & Retention**—Staff Appreciation last week, Ed Law Conference, CFSGA, Cognia, Ramsdale meeting May 2, 2025, and Openings at THS and TES for school year 2025-2026. Board Chair Pam Hilliard had no comment.
5. **Action Items**
 - A. **Approve Kelly Scholarship Recipients:** Wendy Fredrickson moved to approve the Kelly Scholarship award amount of \$2,006.84 each to Lauren Christensen and Isabelle Raasch. Lisa Hunter seconded. All voted aye. Motion carried. Total approved allocation is \$4,013.68.
 - B. **Approve District Insurance:** Lisa Hunter moved to approve Moreton & Company for the district insurance carrier for the fiscal year 2025-2026. Wendy Fredrickson seconded. All vote aye. Motion carried.
 - C. **Approve Bus Use—City of Troy Summer Program:** Lisa Hunter moved to approve the use of the bus by the City of Troy Summer Program for June 1- July 31, 2025. Kendra Holden seconded. All voted aye. Motion carried.
 - D. **Approve Protective Equipment Request:** Wendy Fredrickson moved to approve protective equipment use for the football team to use during the football camp June 23 – July 2, 2025. Lisa Hunter seconded. All voted aye. Motion carried.
6. **Executive Session I.C. 74-206(1)(j) –Negotiations:** Wendy Fredrickson moved to go into Executive Session per I.C. 74-206(1)(j) Negotiations at 7:17 p.m.. Lisa Hunter seconded. A roll call vote was duly taken: Pam Hilliard-aye; Wendy Fredrickson-aye; Lisa Hunter-aye; Kendra Holden-aye. Motion carried.

Board came out of Executive Session at 7:42 p.m. No action taken.
7. **Other Business:** None
8. **Adjourn:** Meeting adjourned at 7:45 p.m.

 Pam Hilliard, Chair

 Theresa Priebe, Clerk

NOTICE OF NEGOTIATIONS MEETING

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

NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Negotiations Teams for both the Board of Trustees and Troy Education Association of said district has called a meeting to be held at 4:00 p.m. at the Troy Elementary School Library, 103 Trojan Drive, Troy, ID on Thursday May 8, 2025. The purpose of this meeting is as follows:

- 1. Negotiations**

**Dated this 5th day of May 2025
Theresa Priebe
Clerk, Board of Trustees**

NEGOTIATIONS MEETING MINUTES
MAY 8, 2025

District Team: Pam Hilliard, Lead Negotiator; Lisa Hunter, Board member; Klaire Vogt, Superintendent
TEA Team: Crystal Tibbals, Lead Negotiator; Matthew Bruns, support negotiator; Jessica Renfrow, support negotiator

Pam Hilliard stated let's start with... Sorry. If each of you would state your name since Theresa is not here, we'll have it for the minutes.

Crystal Tibbals and I'm the lead negotiator tonight.

Matt Bruns, support negotiator.

Jessica Renfrow, support negotiator.

Lisa Hunter, board trustee.

Pam Hilliard, lead negotiator for the district.

Klaire Vogt, superintendent.

Pam Hilliard stated all right. Thanks. Did you get a chance to look at the minutes?

Crystal Tibbals stated I did.

Pam Hilliard stated are you good with it?

Crystal Tibbals stated I'm fine with it.

Pam Hilliard stated all right. I'll get you to sign. We have two copies.

Minutes from the April 16, 2025 were approved and signed by both parties.

Pam Hilliard stated can I get that to Theresa? Please.

Klaire Vogt stated got it.

Pam Hilliard stated all right. We thought maybe we'd just start by each of us reviewing our proposal if you want to go ahead first.

Crystal Tibbals stated sure. No problem.

Pam Hilliard stated if there's any changes or?

Crystal Tibbals stated no changes at this time. Just everything's where we left it. For item number two, I'm not sure how we want to do that on the sign off, but we asked to clean up the language for the additional flex day and to fix the pay scale. And we did have a chance to look through that and Theresa shared everything and we are good to sign off. We agree with what has been changed to date. It looks great.

Pam Hilliard stated okay. All right. Do we need to sign off on something that we're that we're done?

Klaire Vogt stated yes, we can do it at the end or we can do it now.

Crystal Tibbals stated okay. It doesn't matter. It's just we should officially adopt it because it is a change to the negotiated agreement. I have a clean copy.

Pam Hilliard stated so what do we want to indicate on it? Just that it's been cleared up.

Matthew Bruns stated mostly just that the salary schedule has been adjusted to be reflective of a hundred and seventy nine day contract instead of a hundred and seventy eight.

Pam Hilliard stated say that again.

Matthew Bruns stated so addressing the item of the work day. Theresa was able to make the necessary adjustments so that the adjusted salary schedule is accurate and reflective of a hundred and seventy nine days worked instead of a hundred and seventy eight.

Klaire Vogt stated is this okay if I just use this scribble?

Pam Hilliard stated yeah. Works for me.

Crystal Tibbals stated okay. And then number three was the ag teachers extended contract and I have followed up on that and have additional information to offer on that. So that is still the same. And then item number four we haven't changed either about the money's becoming passed through money's to the instructors.

Pam Hilliard stated okay. Do you want to go ahead and give us your additional information?

Crystal Tibbals stated I would love to. So I learned a lot about how these contracts work. And so I did not make new copies of the materials I handed out last time. So I will be referencing those. But I didn't. So what I have discovered in meeting with Mr. Hoffman is the difference between the FFA stipend and the ag extended contract. I knew there were two separate things, but I did not understand exactly how it worked. So what I have here. So last time we met, I handed out what was his ag extended contract and the hours that he listed on there. That's what I handed out there. So I've learned. So that's the second half of the sheet I'm showing you right now is that the extended contract is for all work that is done outside of the calendar year. So it all kind of blended together. I didn't understand how it divided up. And so this schedule here is for this school year for this summer. So that was 5.25 of 24 through the start of the school year. And the items that were listed on there were the things that he listed as the hours that he put into it, which added up to the 40 days, which he is asking it to be extended to.

Pam Hilliard stated from 30 days

Crystal Tibbals stated to 40 days. Which would in fact be covered by the additional cost of money through his program and grants and things like that. So there was discussion about what is he being asked to do and what do we have already built in and what is he doing extra and what is he needing to do. So I went through and actually read very closely what's in here and it's professional development, competitions, conventions, planning with his president and his. Executive team of his leader group and stuff. The only extra things I found in here were the classroom activities of organizing the classroom and moving furniture. And he said, well, I was asked to do that. And I said asked by whom. And so he went back and he found the email trail and he was asked by some of the summer staff. Could you come in and help and move these things because we're changing the flooring and he's like sure. So we went ahead and wrote it down and I said, well, is that actually something that's in the job for the summer? He's like, well, no, it really isn't. And I'd be fine taking those out. I just put them in because I was up here. And I said, I haven't seen last year's, but there was conversation like a whole week of cleaning out the shop. He's like, yeah, I totally understand where that's coming from. That is part of the day to day. But there was a mess and I decided it was enough and we're going to take care of it. And so I'm like, so is that in this one again? And he's like, no, it's not in that one again. It was like the big project to get it cleaned out. So those were the only things that I personally found in there that would be outside of what you voiced as being important, such as the professional development and the competitions and supporting the students. So that was from last week and what I learned from that whole conversation. So what I have here is our second handout for today is more about the FFA stipend. And that covers all activities that are done during the calendar year that happen outside of the work day, such as banquets, travel, coaching for like the career leadership events. So for example, he'll come in at like seven in the morning to work with groups before school and then he'll meet on in the evening to coach with groups. Conferences he attends, conventions, professional development and things like that. And that actually he has listed out in here as far as all the things that he does. And so this is just some of it happens during the work day and then additionally to the work day, but all the things that are extra are outside of his regular classroom, instructional hours. And the one thing that I found interesting and I hadn't thought about, which I found fascinating is that on the second page of that listed out thing is state convention for FFA. When students qualify for state and go the last several years and next year it happens over spring break. So he's actually working most of the week of spring break, which is outside of our calendar year. And that comes out of what would be the FFA stipend amount. So when you break down the hours, he makes about \$6 an hour for those hours is how it worked out, but it's a little ebb and flow. The last two years he's been there and next year he'll be there again over spring break. So and if I understand correctly, the stipend is paid for through the district. Is that correct? And then the extended contract is paid for through his extra money is added cost.

Klaire Vogt stated what do you mean, extra money?

Crystal Tibbals state the added cost money is how it's paid for. The added cost is what they call it through the grants and things like that.

Klaire Vogt stated I can tell you the history of that. I can tell you that it's that may change from year to year depending upon a grant or a budget cycle.

Crystal Tibbals stated right. And that was also a question that I thought of later when I was typing up all these things. I'm like, what happens if? What happens if? What happens if? So this is what I learned

about all the parts and pieces of the different extra contracts. So anyway, and I hope that met your questions as well.

Pam Hilliard stated I don't think completely no, because I still think it needs to be laid out so that we can see his teaching duties, his FFA duties. Or is he doing all the duties on both of those? Is he doing more than what's on them? And if he is, is that something that the district is requesting of him versus someone else like FFA people or 4-H people? We need to make sure that we're paying him for what he's doing that we're requiring him to do.

Crystal Tibbals stated I did request if we have a job description on file at the district level. Is that something that you have? Yay! Because I asked him if he had one and he's like, I don't have a job description of my job handy. That's something I could pull out of a file drawer.

Klaire Vogt stated there's the FFA one. Do you need one?

Pam Hilliard stated do you have anything you wanted to add?

Crystal Tibbals okay, so we would have to go through and like cross reference all the different things. And I would need him to be part of that conversation.

Pam Hilliard stated because again, we don't want him doing things that he's not getting paid for, but we don't want him doing things that we don't want him to do or we're not requesting him to do. I mean, you know, like you, we could say, you know, you should go to 10 different conferences a year. If we tell you that, then we need to pay you for that. But if he just chooses to do things or he's got other people that are, you know, coming at him from different directions, telling him we do things, it's not necessarily something that district should be paying for.

Crystal Tibbals stated okay.

Pam Hilliard stated okay, so it kind of appears that, you know, we need to keep tracking it for another year and half and really sit down. I probably was Mr. Dail and decide what, what are the priorities of what needs to be done. If we can't, if you can't get all the things done within the 30 days, you know, should we be paying more or should he just not be doing as much?

Crystal Tibbals stated okay.

Klaire Vogt stated that is one thing that I did note when I went back through all of these. He's to report to Mr. Dail and that's who he should be coordinating these things with prior to and during and after. And I think that's where some of the things have gotten fractured in the past. Not a fracture, just different. If that's, because we know he is doing the best that he possibly can. And work his tail off. But I can also say that about all of our staff.

Crystal Tibbals stated he actually said that when we were talking about it, he said that this was hard for him because he doesn't feel like he works harder. No. Necessarily, like he's not better than anyone else. He's not doing more than anyone else. Like he knows that everybody is showing up 100% for what they're doing. And so he feels, it's hard for him to do that. But at the same time, I can tell you also feels like there's a lot more going on here.

Pam Hilliard stated and that's where he needs to feel comfortable to be able to say no. If there are people telling him to do things that is not part of his job that he's getting paid for, he needs to say no. And I don't, it's sounding like maybe there's some things that other people might be asking him to do.

Crystal Tibbals stated okay. Well, I will take that to him and we can go from there and maybe there needs to be a conversation about, I don't know, the ag expo comes to mind when he has the elementary kids over and the benefit of all of that. And I don't know if that was something that was asked or...

Pam Hilliard stated is that part of his job,

Crystal Tibbals stated yes. Right. So it will be interesting to have that extra conversation. Thank you. So thank you for the pieces that we needed.

Pam Hilliard stated and then our proposal was the one regarding the extracurricular activities and assignments. And so nothing's changed on that for us either.

Crystal Tibbals stated yeah, we're very happy with it. Okay. I think that sounds great. Changing it to an event to an hourly rate when it's applicable seems very reasonable.

Pam Hilliard stated okay. Are we able to agree on that one then?

Crystal Tibbals stated yeah.

Klaire Vogt stated keep talking until I find the clean.

Crystal Tibbals stated I have a clean copy right here.

Klaire Vogt stated oh, thank you.

Lisa Hunter stated Yeah, I have another one if you need to.

Crystal Tibbals stated so yes, I think that was a great idea.

Klaire Vogt stated I think we have more on there. There are other stuff.

Pam Hilliard stated on where?

Klaire Vogt stated do you want to go through dual credit?

Crystal Tibbals stated this one's just done now. No, we're good then.

Klaire Vogt stated we have left.

Pam Hilliard stated yeah, sorry. I know you're good. I wanted in on yours. You had your dual credit one.

Crystal Tibbals stated oh, for the pass through.

Pam Hilliard stated did you have any proposal of how you want that changed?

Crystal Tibbals stated just what was worded in the request that instead of it going into a general pot of money that the money is actually passed through to the instructors. Per student.

Matthew Bruns stated and we may need some language in there about because I know that we offer some dual credit classes through the University of Idaho, but also through Lewis Clark University. I think they call themselves. Yeah, they do. Anyways, so each MOU is a little bit different. And so maybe we need to include some language that the dual credit teacher would be reimbursed at the rate agreed upon through the cooperating University.

Pam Hilliard stated one of the things we talked about is could we just try to do it this year and not put it in the contract? But try it and see how it works because again like you say there's two at least two different universities.

Matthew Bruns stated to change the MOU you're meaning. Is that what you mean?

Klaire Vogt stated so the MOU comes from the university.

Matthew Bruns stated correct.

Klaire Vogt stated so it would just be whatever is applicable within those. It just flows through. But it wouldn't be go through payroll. It'd be like the tuition reimbursement. So if they paid the school 250. This runs 250. So straight through.

Matthew Bruns stated so then we would just need to maybe have some language in there as far as I guess how that would be paid out a certain month of the year or I guess how?

Pam Hilliard stated our proposal was not to put it in the agreement.

Matthew Bruns stated okay.

Pam Hilliard stated but to do it for the year and see how it all shakes out how it works and then if we need to clean it up and actually put it in agreement we look at it for next year.

Matthew Bruns stated so essentially those monies would be paid out just within a time frame as the district receives them from the university.

Klaire Vogt stated current practice is that as it comes in it goes right into that budget. It's sent to the high school into their pot. And that's where it sits.

Pam Hilliard stated so instead it would be just going right out to the teacher.

Klaire Vogt stated the only communication we would need is to make sure that the instructor matches the you know and it's on there in the information that they send us. That was the only verification that I found that we would need just like tuition reimbursement. Is that how I looked at it?

Pam Hilliard stated then if you keep it out of payroll then you don't have to worry about all the benefit percentage that's coming out of it. So I mean if you look at them.

Crystal Tibbals stated then it would be truly flow through monies.

Pam Hilliard stated right.

Crystal Tibbals stated is what you're saying. You'd get 500. Flow through monies and rather than going into the overall things.

Matthew Bruns states so just to point of verification.

Pam Hilliard stated but not be part of your salary.

Matthew Bruns stated it would be a check coming directly from that cooperating university. Is that what we're talking about?

Klaire Vogt stated it would come to us and then we would send it right out to you. So instead of sending the check to Troy High School.

Matthew Bruns stated I see.

Klaire Vogt stated it would be sent.

Matthew Bruns stated as a separate item outside of payroll.

Klaire Vogt stated just like tuition reimbursement.

Matthew Bruns stated yes.

Pam Hilliard stated because the information you gave about Moscow where they did it less benefits. So then instead of if it was 500 you wouldn't get 500. It would be less all the social security and persi and that. Which if it's just truly flow through you get whatever you get. It goes right through.

Crystal Tibbals stated and you guys realize that then there wouldn't be that pot for supplies.

Matthew Bruns stated yeah.

Crystal Tibbals stated just a regular budget that's set aside for everyone to have.

Klaire Vogt stated okay. Until it's gone.

Matthew Bruns stated yeah. We're not talking about doing anything with the existing monies that are sitting in there right now.

Crystal Tibbals stated that hadn't even entered my mind. I didn't even think you'd be like well we're just going to take that money.

Pam Hilliard stated okay. That seems acceptable to not put it as part of the contract.

Crystal Tibbals stated I would like to caucus about that item before we actually truly commit to it. But before we do that do we have any information about pay raises and stuff? I know Theresa is not here but we had a very eye opening experience.

Pam Hilliard stated did you have a percentage that you were looking at?

Crystal Tibbals stated well I was hoping to have that pot of money that we had talked about with the amount with how much we have coming in based on our enrollment and all that. And I know they raised the base on beginning teachers and all that stuff. And when we were at the legislative post legislative tour. I know Klaire had a working pay schedule, scattergram that was working and she wanted to confirm it was the correct one before she shared that with us so that we could all be crunching numbers and things like that. But I've loved how we sat down the last couple years and been like okay this is what we're getting. This is what we're looking at. How are we going to distribute these things? So I was hoping for that from you.

Klaire Vogt stated well certainly, yes. I don't have copies of all of that. But I do have, well I have parts.

Crystal Tibbals stated ff you want we could go discuss this one really quickly. Will you collect parts or we can keep going?

Klaire Vogt stated either way. I guess what I want to make sure that we have, that I have a copy of a scattergram that is with the money that is teacher allocated. There are no other funds. We are using just the teacher allocated funds. And when it comes down to that, that is the money that's put into the schedule. Does that make sense? So career ladder, that's the pot.

Crystal Tibbals stated right.

Klaire Vogt stated yeah. So no other student enrollment, no other variables. It's just the career ladder monies that we talked about at the post-legislative. So I don't have those other numbers.

Crystal Tibbals stated okay.

Klaire Vogt stated that is a total other group of numbers. But I do have all of the career ladder information that, if you want that piece.

Crystal Tibbals stated we would love to see that piece.

Klaire Vogt stated okay. Get copies of those. Do you have questions on how that funding works? I know that was a lot at the post-legislative roadshow. You're nodding the yes, you're nodding the no.

Jessica Renfrow stated I understand.

Speaker 1: I understand it too.

Klaire Vogt stated okay.

Crystal Tibbals stated yeah, I understand how that works. Then we get so much per teacher based on our enrollment, based on our evaluations, based on, based on, based on, based on. So, and yeah.

Pam Hilliard stated yeah. So if there's a percentage of states that doesn't roll, absolutely.

Crystal Tibbals stated we are all on the same page with how those work.

Klaire Vogt stated so just so you know, I have ones that have that proposed new one with those minimums. Then I have our current one. Do you want the current one? Even though the minimums are getting changed.

Crystal Tibbals stated I feel like our current one is so completely out of date. I took all of my copies and threw them in the trash before I walked in here.

Klaire Vogt stated that's fair.

Crystal Tibbals stated because I had copies of all the projected percentage increases that we discussed at the last meeting before we went to the post legislative tour. I did. I'm like, these are all.

Klaire Vogt stated when I showed her the thing, I'm like, this is really what they're saying.

Crystal Tibbals stated and I was like, it was like, there's parts of it that I do, I do think that our beginning teachers do need to make a good living wage. In my heart, I was so sad because we were so close to getting rid of the false base on our pay scale.

Klaire Vogt stated but now we have a good base.

Crystal Tibbals stated but now our base is very beefed up. Yeah.

Klaire Vogt stated it's pretty beefy. Okay. Those are it. Do you want a caucus? Do you want a caucus?

Crystal Tibbals stated yes, please. We would love to caucus. There's three. One, two, three. We would love to go and do. And then add a tiny bit. Yes, yeah. So.

Teams caucused.

Pam Hilliard stated are we live? All right. All right.

Crystal Tibbals stated so number four for the pass through monies. Yes. Um, well, we actually are very happy to accept a one year trial to see how this kind of goes. We would be interested in adding some kind of an addendum to the negotiated agreement. So that it's all on the level. So we did a little. Chat GPT. And got some language that we can all look at and see how we feel about it.

Pam Hilliard stated and either one of you have questions? Comments?

Klaire Vogt stated I have a, well I don't know if it's a comment, um, thought. I wouldn't put it as an addendum. I would put it as a procedure within our policies. Not our policies. I would just put it as a, I wouldn't contact, I would not connect it to the contract.

Pam Hilliard stated and that's what we were trying to get away from because once something's attached to that contract, it's there and it's a little bit harder to change.

Crystal Tibbals stated my thought, our thought was that we just want it somewhere. We want it somewhere. We don't want it to be like this. Yes, we're going to do this. And then just, it just feels right. Understand. I keep trying to use a word that I think sounds silly when I say it out loud. It feels hinky. Like it just feels, so I just want, our idea is to have it in writing somewhere. We would like to have it in writing somewhere.

Pam Hilliard stated is it in the policies or procedures or something?

Klaire Vogt stated it's the procedure. Thank you. But it's not procurement. That's what I'm saying. And procedure, there is a manual on that where you just put it in there and this is how you follow it. And that's, you can look at that. I believe it's online even. And that goes with any procurement of anything. Okay. Or you can ask Theresa for it.

Crystal Tibbals stated so you're, you're suggesting that we add it into our procedures for a one year time period rather than adding it to the negotiated agreement?

Klaire Vogt stated technically you can put it in the employee handbook.

Crystal Tibbals stated that's, and then that way it's right there. I feel fine with it being anywhere. I just want it to be in writing somewhere.

Klaire Vogt stated actually probably the employee handbook would be like, here's the exception to that, that this is laid out. That's not.

Pam Hilliard stated is that something that you would come up with the verbiage for it?

Klaire Vogt stated it'd probably be very close to this except for getting rid of the addendum.

Crystal Tibbals stated yeah. We can cross off addendum. I mean we can just modify this now. There's no problem with that. And then we can.

Klaire Vogt stated and any reference to the agreement, the negotiated agreement. Which is really just, yeah.

Pam Hilliard stated yes. Almost not the first paragraph. Yes.

Lisa Hunter stated how it's written in number three is correct.

Crystal Tibbals stated I mean we could even just do the one, two, three.

Klaire Vogt stated I would re-work chat GPT. We're happy to see. Basically it's not a memo of understanding. It would be a procedural. So basically in the employee handbook we can state this piece of, there's no MOU.

Crystal Tibbals stated I thought the MOU came from the university.

Klaire Vogt stated yes. Oh that's true. Yes.

Crystal Tibbals stated and that's what we're referencing there. We're not asking for an additional MOU. We're just referencing the one that's already established.

Klaire Vogt stated okay. That's fine then. From the universities.

Pam Hilliard stated and maybe that agrees to provide the district arches.

Klaire Vogt stated it's just saying that.

Pam Hilliard stated it needs to be written in the same way that other procedures are written. And we don't have a procedure pulled up to look at.

Crystal Tibbals stated right. And that could. Yeah. I guess.

Pam Hilliard stated well our timing is almost up. It is to have another meeting. So maybe we can come back with a.

Crystal Tibbals stated so are you willing to come back with. What you guys are thinking.

Klaire Vogt stated so. Okay. I say wordsmith.

Crystal Tibbals stated and my notes teacher the district will word smith what language to be added into the employee handbook. Yes. Okay. That works.

Klaire Vogt stated let me verify it's employee handbook because there might be the procedure.

Crystal Tibbals stated employee handbook or procedures. Okay. Just a tiny just a tiny note because I think that this is really valuable information. And I loved it and all that. When I was asking for the pot of money like how much we're looking at last year when we sat down we had this worksheet that had the contingency and how many months how much money was coming in and how much was deducted to cover. Just the recommended set aside in the account and things like that and then we just talked through those monies and where they were going to go. So you had asked for clarification and that's what it was I was asking about. So if I don't know if at this point with everything being nuts what that looks like. Funding wise with things going up and down but for next meeting this was what I was.

Pam Hilliard stated thinking our amount that we.

Crystal Tibbals stated yeah.

Pam Hilliard stated work towards.

Klaire Vogt stated we also need a percent as well. Because right now it's sitting at a three to five. Yeah.

Crystal Tibbals stated a three to five from where we were at before. And it looks like on here. Three percent has been added and there's an additional twenty six thousand dollars from last year on top of last year's that would cost to fund this from what we calculated. With the raise for everyone and everything going on. So like this right now if we were to say let's look at this this is twenty six thousand dollars. I don't know. To fund the changes from what we calculated we could be off by something. So that's what we're really going to look okay so if this is twenty six twenty six. Like where are we at and what's going on.

Klaire Vogt stated that's for like eighty some thousand. It's not twenty six thousand.

Crystal Tibbals stated okay.

Klaire Vogt stated yeah.

Crystal Tibbals stated so that's just kind of where I like like I said like the three percent in here like we're looking at this is what we were looking at.

Pam Hilliard stated Is that something that you can

Crystal Tibbals stated I mean I know we're over time.

Klaire Vogt stated no we're over time too. Really I mean we can get some of it but I we're literally looking at just that career ladder money. So there's no other contingencies there's no other money.

Crystal Tibbals stated was there something else in that in this one from last year other than that.

Klaire Vogt stated yeah. There was anything that we could scrape up. And there is no other.

Pam Hilliard stated did all the scraping last year. Okay so from us you're wanting to try to understand what dollar amount we have to work with.

Crystal Tibbals stated yes. And like I said this isn't like I'm looking at saying no. It's like just following the same model we had last year. I would love to have that dollar amount. I'll figure out how this doesn't match that.

Pam Hilliard stated okay. So then we need to look at calendars and meeting time. So we want to try to meet again next week.

Next meeting, Thursday, May 15th at 4:00 p.m.

Klaire Vogt stated okay. Let me make sure I have my to-do list. It was the wordsmith. Right.

Pam Hilliard stated and the dollar amount.

Klaire Vogt stated bottom line.

Pam Hilliard stated yes.

Pam Hilliard stated anything else for the good of the order?

Crystal Tibbals stated no. I think we're good.

Pam Hilliard stated we're done. 5.05 p.m.

Pam Hilliard, TSD Negotiator

Crystal Tibbals, TEA Negotiator

NOTICE OF NEGOTIATIONS MEETING

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

NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Negotiations Teams for both the Board of Trustees and Troy Education Association of said district has called a meeting to be held at 4:00 p.m. at the Troy Elementary School Library, 103 Trojan Drive, Troy, ID on Wednesday, April 16, 2025. The purpose of this meeting is as follows:

- 1. Negotiations**

**Dated this 7th day of April 2025
Theresa Priebe
Clerk, Board of Trustees**

TROY SCHOOL DISTRICT 287
NEGOTIATIONS MEETING
APRIL 16, 2025

District Personnel: Pam Hilliard, Negotiator; Lisa Hunter; Klaire Vogt, Supt., Theresa Priebe, Clerk

TEA Personnel: Crystal Tibbals, Negotiator; Matthew Bruns, Jessica Renfrow

Pam Hilliard stated All right, well, welcome to another year. Let's start out with formal introductions for the minutes. State your name and what your position is at the table. I'm Pam Hilliard. I'm the lead negotiator for the district.

Klaire Vogt, superintendent.

Crystal Tibbles. I'm the lead negotiator for the TEA.

Matt Bruns, support negotiator.

Jessica Renfrow, support negotiator.

Lisa Hunter, school board member negotiator.

Theresa Priebe-Clerk.

Pam Hilliard stated All right. Well, like I said, welcome. Hopefully this goes smooth and easy and quick and we'll be done in no time. How about if you would like to present your proposal?

Crystal Tibbals stated sure. I'd love to. I made copies for everyone. So here are our proposals.

- Reinststate the 24-25 negotiated agreement with the following changes.
- Item number one is a pay increase. We'd like to ask for steps and lanes and then have a discussion about percentage of pay increased pending state monies and what's available.
- Item number two is just to clean up language for that additional flex day that we added to last year's calendar. There was some confusion about it and we wanted to just clean it up and get it in there in a way that was usable and easy.
- Number three is to increase the ag teacher's extended contract from 30 to 40 days. Additional funding will come from the state for use for CTE ag programs and current grants.
- And then number four is money sent to the district for dual credit courses will pass through to the instructors.

Pam Hilliard stated okay. Do you want to go into any details on these?

Crystal Tibbals stated we sure can if you'd like to.

Pam Hilliard stated Sure.

Crystal Tibbals stated so I have some support documents for items one, three and four. So let's look at item number three. So this one is for the ag teacher's extended contract from 30 to 40 days. So last year this was an item that we discussed and we just needed more information on. And so what I'm passing out right now shows the areas other ag teachers and what programs are available on the number of

days that they work and the number of teachers that they have. So that just shows what's kind of going on there. On the back it has a breakdown of the hours for the position here. And it says it's for the 24-25 school year. So this is already a 40 hour time breakdown of what it would look like for the full school year. So there's a lot to look at there. I don't. I was surprised to see some of the information on the front side of it where it talks about the number of teachers and the number of hours.

Pam Hilliard stated and you're saying here that the cost if we went from 30 to 40 days would be paid for by the CTE program?

Crystal Tibbals state yes, there'd be no additional cost to the district. So one of the things that was asked of Mr. Hoffman last year was how is it paid for everywhere else? What's going on everywhere else? And when he really dug into all of that he found that most of it was added cost and it was pulled from the grants and the CTE monies already rather than the district supporting additionally that way. He does have concerns that as his pay increases that it won't be enough to cover. However that isn't a current problem. And we have always had the grants and there is enough money at this time. And so like I said he found that most of them are covered that way already and that's the direction that it needs to maintain for now.

Pam Hilliard stated do you know where that money is going now if we've got it but we're not using it for a salary?

Crystal Tibbals stated I don't have that information and he's out of town this week. So when we scheduled this he's like I won't be there. We're like well we're usually not done in one night anyway. So we will definitely try to pull you in on the next one.

Pam Hilliard stated does anyone have questions about this? I think one of the things we were talking about last year is what is expected per his job description?

Crystal Tibbals stated right.

Pam Hilliard stated are the additional hours expected? Are all of this, everything he's got here is this what's required of him or something that's an option? I don't know if we got that figured out? We do have it figured out? Mm-hmm.

Klaire Vogt stated can I see it? Sure. So just well figured out. What we know now is what this year is what I've done is I've taken well no for two years now we've had him submit what he's doing over the summer and what has been asked of to be done and then we've taken the ag contract and then we've taken our job description and then FFA job description and then we've reviewed that throughout this year submitted it to it and then what we've done is what we found is there was a gap there. And the gap was there was no direction on where what was asked to be done. So when you look at classroom activities cleaning out the shop that's a job that's a that's a something that should be done daily and then we're finding that we're doing that over the summer. We all did the Harry Wong training. That was asked of everybody to do within our contract. He was adding that into extras. And then as we the board had talked about a few times excuse me and the projects I don't know what they're called. There's the specific projects there the FFA ones where they go weigh the pigs or the cows. The big ones. The ones they watch over the summer.

The ones weigh in the way in over the summer. Those were not priority. Those yeah that's FFA. So you have two contracts here that you're looking at and there's been a melding of the activities. The CTE professional development with the IATA summer conference. Phenomenal the case one. Phenomenal. That goes directly back to his job of ag teacher. Not FFA. So does that make sense and a lot of those hours were blending and doubling up. So that's where we went through all of this in we just reviewed it. Hey do you have any questions? Where's the direction? Then we found out that there two years ago there was no direction in it. Gather the data. So that's what we did last year. Gather. Find out what is it? What is it? What do we want them to do? What's the district want them to do? And that's where now Mr. Dail is looking at let's meet. Well so the other piece is the CTE group has gone like the math team, the science teams have aligned what the goals are. And same with CTE and the pathway and then what those requirements are. So he's got a case curriculum I think is what they call a case and that is an intense one. That's a professional development one. That directly impacts, I don't see it on here specifically, that directly impacts that piece of an ag job description which would be in those 30 days or 30 hours. And to be honest with you when we looked at these I'm like you really spend an eight hour day doing that. And that doesn't mean I'm trying to be like suspicious or that I'm not trusting that it is. Some of those didn't jive. So that was the first year. The second year when we went back through we gave him these are the things you need to hit. And he hit him.

Crystal Tibbals stated Is that what this reflects then?

Klaire Vogt stated yes and no.

Crystal Tibbals stated okay.

Pam Hilliard stated sorry you're saying that he's taking on and doing some extra stuff. That's not required of him. And now wanting more money.

Klaire Vogt stated so the clarification of what is supposed to be doing being done. That the board has outlined saying these are what the FFA pieces are. This is what the ag business or ag CTE piece is supposed to be doing. They're blending. They're overlapping. It's not necessarily any is getting it done in 30 hours. If you were to count those. That's what we come up throughout the year. Unless there's something I'm missing.

Crystal Tibbals stated so he'll definitely need to be here to speak to that piece.

Klaire Vogt stated he can. Yeah. But then the other pieces I've been to the FFA meetings, the advisory meetings. And there's a lot of time that's like out of that they're like I said we're blending FFA and ag. And so when it's overnight stays. They're counting all of those hours. Which that's not a conversation that's been said. It's some districts do that. Some districts don't. So when you look at all of these. Some districts do. Some districts don't.

Pam Hilliard stated as far as paying for all those days.

Klaire Vogt stated yeah. So when it's tracking the actual hours. That's not a consistent thing throughout districts. So when we compare to other districts, they'll talk about Southern Idaho. One will be doing 40 hours. And then we talk about well Potlatch I think it's 40. Yeah.

Crystal Tibbals stated Potlatch is 40. And then. Genesee and Kendrick is 40. But like. 22 teachers. I don't know why. There's no. Yeah, there's no. Yeah, there's no.

Crystal Tibbals stated and I did ask him when we were talking about the. When we got this. So I'm like, so there are four teachers in Jerome. There's four different teachers and they each get 30 hours. And he said yes. And this IQPS grant thing. And that's where a lot of them are funded. That's not guaranteed. That's a competitive one every year.

Crystal Tibbals state right.

Klaire Vogt stated and so. To say that that is going to pay for that. That's a little unnerving because that's a it's competitive. It is every year, whether you get it or not. You don't know.

Pam Hilliard stated so would it be something you'll bank on? If he got that, he could work more hours and be paid for it.

Klaire Vogt stated I don't see why not. But what I'm finding is there's that we need more alignment on what are the duties because as we saw in some of the discussions with FFA stuff. There are a lot of things behind the scenes that are like the bank with some alumni meetings and other board pieces. But that's under FFA camp. That's a separate contract. And then that's, then you have ag. That is a separate contract.

Pam Hilliard stated so he needs to be tracking his hours separate by what he's contracted for.

Klaire Vogt stated yeah, I think, but that's where if you're going to, if you're going to mix them, then you got it. We got to figure out that. What's the total cost there? Or what's the total payout?

Pam Hilliard stated and then he should be doing what's.

Klaire Vogt stated I mean, it's exciting if he wants to, he's wanting to add more time. But is it time that is being spent on this one that the district has hired him to do? And that's where we found throughout this year that it was fractured. It's getting dialed in. And I think the first year it was, well, we've never done it that way. Well, no, welcome to where we are. We don't know. We don't know. Yeah.

Matthew Bruns stated Just a point of clarification, just to make sure I heard you correctly before, did you say that a meeting has been scheduled with Mr. Hoffman and we have administrators to discuss, I guess, what those duties are? Has that been scheduled?

Klaire Vogt stated for this year? Or have they had it?

Matthew Bruns stated Just in general, I guess.

Klaire Vogt stated yes. Yeah. Okay. Yeah.

Matthew Bruns stated so they have had some discussion about that.

Klaire Vogt stated yeah. And that's where it started. And that's where it was like, well, let's find out what we're doing over the summer. Because I can tell you some straw sales, some straw, straw, what they call it, straw. They were going out and gathering a lot of straw and harvesting straw and selling it. And not to be mean, but that was held against him for a long time that he wasn't doing it. Yeah.

Pam Hilliard stated yeah. I've heard that too, where some they're doing it as a fundraiser.

Matthew Bruns stated historically, yes. They did that over the summer as a fundraiser. Yeah.

Pam Hilliard stated but he wasn't doing it.

Klaire Vogt stated right. So then he didn't do it. So I can tell you behind the scenes, that was being held against him that he wasn't. So that was like, find out what we're doing. So the first year was just gather what, so then that's when we gathered, like cleaning out the shop. That is a hard one. That's, I understand the organization, but cleaning out the shop, that's our responsibility every day. Clean it up, put your tools away. Right. Now, I know that he was left with a nice little nest of stuff. Nest. Yes. Gathering of materials. That should be a piece of, if that's what we want him to do over the summer, that's what has to be directed, I think. And does that make sense, what I'm saying here? I can spend a lot of time, like I can spend 30 hours doing a project, but that doesn't mean that I'm getting paid for 30 hours of it. So I understand where he's coming from, because he puts his heart and soul into this. But I also understand what is it you're asked to do? What is the, in the job description?

Pam Hilliard stated and it seems like that's what should be tracked here to determine whether he's working more hours than he's getting paid for. That's what is being assigned to him.

Klaire Vogt stated the assigned to the piece. Duties,

Crystal Tibbals stated got it. Yeah, and I'm happy to talk to him. I don't know enough. I don't know enough. I can tell you to be, to be, to speak to that personally. I don't know enough to speak to that personally. I don't know if.

Klaire Vogt stated now that we have CTE in the pathway identified, it's been huge. The workforce readiness, the leadership piece, that's huge. And there are some things that he needs to go to. And he should get credit for that, by all means. But they need to be in there. And then he also has to give himself permission that this piece is not what

Pam Hilliard stated he should be able to say no.

Klaire Vogt stated Yeah. Exactly. And I think that's a hard part with an ag teacher. They get pulled in a lot of different directions. A lot.

Crystal Tibbals stated but it does feel very blended. Like it probably does feel like it all overlaps and blends.

Klaire Vogt stated yeah. Okay. So a lot of confusion. Yeah. But a lot of, it's a good thing. It's a good thing that we're looking at. But is the need there? I don't know.

Pam Hilliard stated well, and I think, you know, we can't keep up in and up in and up in the expectation of a teacher to work, you know, 70 hours a week. So at some point you have to cut it off and say, this is what the job is. This is what they do. These are the expectations. This is what the expectation is. They will pay you for this. You choose to do something on your own. That's on your own. But you're not going to keep paying more and more. Because we could expect you guys to all work, you know, 70 hour weeks. Yeah. And some of you may. Some do. And some don't.

Crystal Tibbals stated so, okay. So we definitely need Sam present to speak to some of those items.

Pam Hilliard stated that he needs to come prepared with, you know, it seems like, I mean, obviously we had this conversation last year too. And we just keep kind of going round and round with it. But he needs to be prepared with looking at his job duties.

Crystal Tibbals stated well, and I think we really need the difference between what's ag and what's FFA and like a comparative.

Pam Hilliard stated and how they can be compared to the contract and what's expected. And show us there, not maybe everything he does, but everything that we're telling him he needs to do and how much hours that's taking.

Crystal Tibbals stated okay. And that's clarification for me. Cause I'm like, I need your stuff. I need your stuff. And this looks really good. Official. All the hours and all the things. This looks great and I told him that this is very helpful for me to have that visual of these are the surrounding areas, these are the ones that have similar programs, this is what is established in other districts. So that was helpful for me.

Klaire Vogt stated size-wise every single one of these groups are different. They're a different focus there in a different, you go to potlatch and that is a whole other world of a ag than it is. That's all forestry. Stuff. I mean, they hit hard on that stuff. Yeah. You go to Genesee. It's different, it's not like standardized to specific.

Crystal Tibbals stated there's so many different options.

Klaire Vogt stated although we did pick leadership and we did pick and workforce readiness so that those are. That is a pathway that's very specific to our school. That's why I said it's not a cut and dry. And then there's just a lot of pushing and pulling. I mean I feel bad for him in some sense. He's got to have permission to say this is a yes and this is a no. He usually nods. Yeah. Got it. But we do have, we did review that all year. We've given, we've looked at, because seriously we want that, we, our program excels so we want to support that. Not we, they, all of us, everybody in this district. But that has been one thing that you guys have reviewed.

Pam Hilliard stated and we don't want to take away from other programs just to keep growing one program.

Klaire Vogt stated that's good. Okay. If he needs the FFA job description, we have it on file and the teaching description. So if he needs the physical copy.

Crystal Tibbals stated yeah. Well, I'll probably just share the minutes that way. He knows exactly what our conversation was. And if he needs more clarification on what we need to have, then we can go from there. I mean, it's an open meeting. It doesn't matter that way. There's no more. I don't know what they need or, you know, there's just, let's just be done. Figure it out and move forward. So item number four on our list was money sent to the district for dual credit courses will pass through to the instructors. So at this time, monies that are sent to the district are put into an account.

Matthew Bruns stated an account. And it labeled, like for instance, the classes that I teach, those monies go to a math and science account. I think Krystal's monies go into that same account.

Crystal Tibbals stated okay. And so, and having conversation and looking around, so your support materials speak to a lot of that. So what we have for you here is the negotiated agreement for both Moscow and White Pine School District that has the monies moving in for the teachers. And then some email correspondence about how we would go about making these changes and just how much is actually paid to the program and things like that. And because I'm not a dual credit teacher, I asked a bunch of questions when we started. I'm like, so what exactly is needed to be a dual credit teacher? Because this is a big service we add to our kids and it brings a lot of prestige to our school. And I know that my own child went to high school and after, or went to college and after semester, he's already a sophomore because of all the dual credit that he received here. And I was told that you need to have a master's in that subject area. There is additional professional development that is required every year with the supervising teacher. You have to fill out paperwork. There's also in-person observations that are done in coordination with the university. So it requires a lot of time outside of their normal work day in addition to is what I found out. So yeah.

Pam Hilliard stated where does the money go now? It was for the account, but what happens with that account?

Crystal Tibbals stated they can access their account for supplies. For the classroom programs with math and science. I think they've used it to buy like microscopes and things in the past. There seemed to be a lot of confusion about how much money was there and things like that. Just not upset about it or feeling it was unavailable. It just goes. And in asking questions, it's very common for the teachers to actually receive that money personally to support. Yeah, just to flow through. So again, it wouldn't cost the district any money. It would just flow through it to the teachers. A

Pam Hilliard stated ny questions?

Matthew Bruns stated you'll see it in the packet, but there is some documentation here from Casey Morlin, who's the dual credit advisor, the instructor, or head of the dual credit program at the University of Idaho. There's some correspondence in your packet. I had to get some clarification on that because I wasn't quite sure. So that's included in there.

Crystal Tibbals stated and for sake of space, I did delete some of the very long job description things that come after their title, their name. So that's why that's not completely consistent because I wanted it to fit on one page. Two pages.

Pam Hilliard stated ok. And anything on number two?

Crystal Tibbals stated Just number two, I want to have a conversation about it because it was we negotiated for the extra day. I heard a lot of positive things about the extra day. Being a flex day was really good. And then there was confusion on when it was being paid. And I didn't notice it wasn't being paid. And Matt caught that it wasn't. So we did it as a bonus later on. So it just seemed to make sense to revisit that and clean up the language. I don't. And I wanted Theresa to definitely be part of that conversations since she's our numbers lady.

Pam Hilliard stated are you looking for it right now?

Klaire Vogt stated yes. I don't remember what section it is. Do you remember? Is it noted on your notes?

Crystal Tibbals stated no, it is not.

Klaire Vogt stated I don't have control F.

Crystal Tibbals stated and I don't have last year stuff with me. Which we had it. It's like under work day.

Matthew Bruns stated are you looking for the language?

Crystal Tibbals stated yes.

Matthew Bruns stated I have a right here.

Crystal Tibbals stated what number is it?

Matthew Bruns stated it is 7.02.

Klaire Vogt stated Page 18.

Crystal Tibbals stated Got it. I'll just make us a packet of that agreement. That's great.

Klaire Vogt stated 7.02.

Pam Hilliard stated so you don't have proposed language of how you want it changed.

Crystal Tibbals stated I put some examples, but I'm not a language ease person. I just put like to be paid as a bonus day in September, but then our contract would so read we work 178 days for the amount. You're better at this than me.

Matthew Bruns stated so what happened during this academic year was the contracts were sent out for 179 days and with that extra day added on. But the total reflected in the contract was only reflective of the base salary on 178 days. So by having it at 179 days when the hourly calculation was made for an employee's hourly rate, it actually lowered it a little bit. Wasn't significant, but there was a difference there. So we just want to make sure that that's accurate and reflective of the days worked.

Crystal Tibbals stated so if we need to like,

Pam Hilliard stated should the salary go up by that additional day or the day go down?

Crystal Tibbals stated right. We just want it to all be on. And you may absolutely have thoughts on it already.

Theresa Priebe stated it's taken care of.

Pam Hilliard stated can you say more?

Theresa Priebe stated the salary schedule has been adjusted to reflect that \$8,000 or whatever that was paid out and everyone's been paid.

Klaire Vogt stated that was a simple oversight. We're glad you caught it. So when we went back and looked like, oh dang, it's not there. Thinking it was there. So it should say 179 and have that full total in the salary schedule. It's embedded in there now. So it won't be a bonus day.

Crystal Tibbals stated so it would be the second. Or add an additional day to each salary and then divide that by the 179 days. So we just did that. The daily rate of pay was added to each person's.

Theresa Priebe stated yeah, I paid everybody their daily rate. And then I went in and I made that adjustment in the salary schedule.

Crystal Tibbals stated perfect.

Theresa Priebe stated so that it will carry forward now.

Crystal Tibbals stated so it's already done. Yeah, and the language, how is the language in there? With the new language, it just says 179 with one day being a flex day. Yep, okay, perfect.

Pam Hilliard stated so do we need to initial that? That's not really a change to the contract.

Crystal Tibbals stated no, it's not. It was just clarification.

Klaire Vogt stated definitely, do you have a clean copy?

Crystal Tibbals stated oh, you have a clean copy? Do you have a clean copy of this? Yes. I sure do.

Klaire Vogt stated that'll be our initial one.

Crystal Tibbals stated I made like 18 of them.

Pam Hilliard stated okay, so that one's done. Pay increases. Talking about what you're thinking there.

Crystal Tibbals stated pay increases. I don't know, last year we had a pot of money. Like this is how much money we have. And so Krystal crunched a bunch of numbers for us. And so we have everything from three to five, ready to go as far as what it costs and what that's gonna look like. And I wasn't sure where we were. With what was coming from the state, if we know what's coming from the state. We were guessing a little on longevity pay things based on where we're at. So this is just the quick snapshot of where we are for that. So it has our current and then the 3% all the way up to a 5%. And we have some staff changes. And so that's also an unknown moving into next year because two of the staff changes were higher, more experience paid, higher paid more experience, which affects all the different pieces that play into that. And so, yeah.

(Audience) Krystal Kovisto stated I make a comment on that at the bottom. It says could be in area up to \$12,000. That's assuming if we hire somebody in a very far right column. So that's the master's plus point. Also if they're like maxed out versus beginning. On their first year. Versus beginning, got it.

Crystal Tibbals stated versus the beginning. Got it, got it. Thank you for that.

Krystal Kovisto stated that's \$12,000 very easily.

Pam Hilliard stated did you wanna discuss anything?

Klaire Vogt stated we can't, do you want it or do you want caucus? No, not to add. Okay. All right. Sorry.

Pam Hilliard stated you guys have any questions before the caucus? Okay.

Crystal Tibbals stated so do you have a proposal? It was on your agenda. You had a proposal for us as well.

Pam Hilliard stated yes, we do have a proposal before the caucus or caucus on theirs. So do you guys?

Lisa Hunter stated I think we should do theirs too? Yeah. Let me, you can sit the same time. Okay.

Pam Hilliard stated I know you gave it to me. All right. This is on extracurricular assignments. And I'll let Klaire review this.

Klaire Vogt stated oh yeah. Just cleaned up the language throughout the year. This year this came up a few times. And like one example, not just one, but the example I used in here in the rationale is like the community carnival that they did over the high school. So you have somebody that's advising and they're coming up with an activity to do at night, which is great, but then how do you compensate for it or do you compensate for it? Or is that just part of what we do? You know, that type of thing. So this clip, and then when we looked at the old language, which was like elementary teachers says \$30 for a concert program duty. Secondary teachers will receive \$30 in that for game duty. What if an elementary teacher wants to do game duty? Because we've been asked before to, you know, so it was like clean it up teachers, **shell**, whether you're elementary or not, and not limit those pieces of a different activity to be any specific anywhere. It's, it would have to be pre-approved. So somebody's like, I'm having a star night for myself. You know, I'm having star nights. Now remember, we've talked about star nights. Yes. So if we have star night and we're just having that out of the blue, if it's pre-approved and it's agreed upon and it's in our budget, what's planned for, then we can pay that. But if it's somebody like, no, I just want to see the stars when I have cool telescope and we want to have people in, that's different. Does that make sense? And then it's not, then the parameters are set of how many hours, but we also have to keep in mind that there are some that work on a project for six hours and some that can get it done in an hour. Line those out prior to an event so that it's agreed upon before it's expected. Does that make sense? So if I said the carnival one and I said, well, I drove to Lewiston to URM to go get some supplies, but then I ran over to the post office and I'm counting from the minute I left here to there versus no, like we set up, we cleaned up. It just needs to be cleaned up to where everybody's on the same page prior to an event. Does that make sense? It's planned.

Pam Hilliard stated it's planned. It's advanced if it's going to be covered financially. Right.

Klaire Vogt stated and so that's that last paragraph there. The teacher's required. So if you're planning an event with the kids, especially at the junior senior high and you're having this, you know, you're advising them on this and then you say, I'm not coming. We can't do an event without it, right? So that's the event that I'm talking about where you would have to have that planned and pre-approved and it would be part of that agreement, those extra hours. Okay. Like for our concerts at the elementary, they're an hour. We come in and supervise. And it's really that concentrating on the supervision piece of it.

Crystal Tibbals stated yeah, cause we're definitely working. Yeah. Definitely working and smiling, working and smiling. Yes, me.

Pam Hilliard stated any questions on that? Okay. How about if we caucus for a bit?

Crystal Tibbals stated sure.

Pam Hilliard stated all right. Welcome back. You said you had some questions on the 179.

Crystal Tibbals stated I'm going to refer to my cohorts here to help with us cause I'm having trouble wrapping my head around the 179 days.

Pam Hilliard stated and we're like 30 seconds from five o'clock. Are you guys okay going longer or do we need to just table everything?

Matthew Bruns stated and we can continue our conversation during the next meeting as well due to time limitation.

Klaire Vogt stated so is that a yes? Yeah.

Pam Hilliard stated what do you want to do? Do you want to table everything?

Crystal Tibbals stated I think it's a longer conversation and it would be better to wait for next time. And that could be me because I'm struggling to really understand all the questions. So we're seeking more understanding and clarity. Okay.

Pam Hilliard stated so I think we need to set another date. Sure. Okay. Two weeks out?

Klaire Vogt stated yeah cause Theresa's gonna be there now.

Crystal Tibbals stated so we're looking two weeks out. Would that be the very last week of March?

Klaire Vogt stated how about April?

Crystal Tibbals stated April. I meant April. April. I'm conferring with Sam which is why all I follow because I think he really needs to be here.

Klaire Vogt stated a couple things with that is the post-legislative tour is the first. And it's Thursday. Right?

Crystal Tibbals stated yeah so would it be wise to go after that?

Klaire Vogt stated you're gonna get the logistics of some of this. S

Crystal Tibbals stated so let's do it the week after that.

Klaire Vogt stated yeah. Well in hopes. We're gonna get all the logistics.

Pam Hilliard stated how about May 8th. You back?

Theresa Priebe stated possibly. I don't know. Maybe.

Klaire Vogt stated we're gonna go with hopes so. The Thursday.

Pam Hilliard stated May 8th, it's the Thursday.

Klaire Vogt stated give it a go.

Pam Hilliard stated Four o'clock.

Crystal Tibbals stated sounds good.

Klaire Vogt stated make sure I got it.

May 8th.

Pam Hilliard stated Is that a yes?

Crystal Tibbals stated that works for him as well. It works for all of us.

Pam Hilliard stated okay the one thing about Sam we think instead of having individual people come and testify that you guys should bring information to us from him instead of having him in person.

Crystal Tibbals stated okay.

Pam Hilliard stated so if he can put together something like we discussed.

Crystal Tibbals stated my only question with that was that I feel like I keep thinking we have that and then we don't. Yeah I think we don't. And then I think we have it and then we don't. And so that's my hesitation in why it would be nice to have him come speak to that. But I do understand why you're asking that as well because that's not procedure at all.

Pam Hilliard stated that's why getting all the people wanting to come to us to find. Not sure that that's the appropriate thing to do.

Crystal Tibbals stated so how do we.

Klaire Vogt stated I don't know if we can. And I can look that up but I don't know if that can have somebody come to that piece. That's why they have to come through the chief negotiator and then you speak, you assign them to speak to it. Yeah. Could be wrong but it's like there is a procedural.

Crystal Tibbals stated here is absolutely a procedural piece. I just, that's my concern is that I keep thinking we're getting it. So let's make sure we have. And we're not.

Klaire Vogt stated the FFA job description, ag description. Not what he has. Well, you can bring the journal again. We would need what is the expectations of the summer pieces.

Pam Hilliard stated yeah. Well, like those 10 days. We can get those two. The extra 10 days. Yeah.

Crystal Tibbals stated what would they be used for?

Pam Hilliard stated well, and I don't think that. I think to me that job descriptions, those two job descriptions and how many hours it takes to do each of those job descriptions.

Crystal Tibbals stated outside of the standard work day.

Klaire Vogt stated That's. Yes and no because FFA one is not within the work day. It is a supplemental. So that's why you probably need to look at that.

Crystal Tibbals stated okay.

Pam Hilliard stated does that make sense?

Crystal Tibbals stated absolutely. Okay. I think it does. I think it does.

Pam Hilliard stated any questions. 4-5p.m. on the 8th of May.

Meeting adjourned at 5:05 p.m.

Pam Hilliard, District Negotiator

Crystal Tibbals, TEA Negotiator

NOTICE OF TRUSTEE VACANCY

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

NOTICE IS HEREBY GIVEN that the Board of Trustees has declared a trustee vacancy in Trustee Zone 1. Superintendent Klaire Vogt will be accepting applications for Trustee, Zone 1. Applicant(s) must be 18 years of age, a qualified voter and reside in Zone 1. Contact the District Office for an application. Deadline for submitting an application is Monday, April 14, 2025 at 3:00 p.m.

For more information, contact the Troy School District Office at (208) 835-3791.

Theresa Priebe
Clerk, Board of Trustees

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, April 14, 2025 – 6:30 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 (Action Item)
 - a. Minutes
 - b. Bill Payments
 - c. Classified personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Principals Report
 - d. Superintendent's Report
 - e. Board Chairman's Comments
6. Policy Items Action Items
 - a. Approve Date for Fiscal Year 2025-2026 Budget Hearing
 - b. Approve BPA Out of State Travel
 - c. Appoint Zone 1 Trustee
7. Board Member Input for Future Agenda Items
8. Adjourn

Troy School District #287 Mission:

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

**TROY SCHOOL DISTRICT 287
BOARD OF TRUSTEES ANNUAL MEETING
APRIL 14, 2025 6:30 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Wendy Fredrickson called the Regular Meeting to order at 6:30 p.m.
 - A. **Members Present:** Pam Hilliard via phone, Daniel Moyer, Lisa Hunter, Wendy Fredrickson
 - Administrators Present:** Supt Klaire Vogt; Aaron Dail, HS Principal; Theresa Priebe, Clerk
 - B. By unanimous consent, the agenda was approved.
2. **Educational Presentation:** Mrs. Tibbals class for the month of March had a Shark Tank challenge and a group of 3 students presented their project Land of Color board game detailing how the idea originated, the set up, the design, and then demonstrated how the game was played before the Board of Trustees. Mrs. Priebe presented a Budget Education presentation for the Trustees.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Board Minutes from March 10, 2025; Special Meeting minutes from March 28, 2025; Bills paid totaling \$436,388.42; TES and THS Handbooks; Disposal list included two Chromebooks.
5. **Information Items:** Budget reports included: ASB monthly financial reports; Medical Insurance report; Food Service report; March 2025 Financial report. Enrollment report 327. THS Principal's report included update on **Student Achievement** – Music Festivals, State FFA Convention, FFA Awards Banquet, BPA National Leadership Convention, JrHi Track, Baseball District and State, Track Regionals and State, Students of the Month for Hardest Worker, Student Council Elections, Prom. **Communication** -Fire Drill held March 26, Engagement Surveys were conducted, upcoming Living Voices Presentation, Staff Development set for May 8th, ISAT testing, Litter Pick-Up Day, Graduation. **Facilities** – Baseball Field update. **Recruitment & Retention** – Formal Observations wrapping up. Superintendent's Report included **Student Achievement** – ISATS testing dates, Dentist presentation, Magic Show, JrHi Track team to Clarkston, WA. **Financial/Transparency** – Spudingo April 18th. **Facilities** – Cameras installed on playground and THS gym, Back Road rerouted and finished, Sprinkler System assessed, Back door near Music Room being updated with safer mechanism, and Teachers Workroom is finished at TES. **Communication** – Post Legislative Tour May 1st in Moscow, Engagement Surveys sent out, Negotiations begin April 16th, Handbooks reviewed and updated. **Recruitment & Retention** – Met with Transportation team, Met with Athletics team, Ed Law Conference April 28-29 in Boise, CFSGA in Coeur d'Alene, Ramsdale Meeting May 2nd, Potential Openings for elementary teacher, HS special ed teacher, and HS English teacher, and discussed SRO Grant application. Board Chair had no report.
6. **Action Items:**
 - A. **Approve Date for Fiscal Year 2025-2026 Budget Hearing:** Lisa Hunter moved to approve June 9, 2025 at 6:00 p.m. for the FY2025-2026 Budget Hearing. Daniel Moyer seconded. All voted aye. Motion carried.
 - B. **Approve BPA Out of State Travel:** Lisa Hunter moved to approve out-of-state travel for the BPA National Convention in Orlando, Florida May 7-11, 2025. Pam Hilliard seconded. All voted aye. Motion carried.
 - C. **Appoint Zone 1 Trustee:** Pam Hilliard moved to appoint Kendra Holden as Zone 1 Trustee. Daniel Moyer seconded. All voted aye. Motion carried. Oath of Office given.
7. **Board Member Input for Future Agenda Items:** None
9. **Adjourn:** Meeting adjourned at 7:52 p.m.

Wendy Fredrickson, Vice Chair

Theresa Priebe, Clerk

NOTICE OF TRUSTEE VACANCY

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

NOTICE IS HEREBY GIVEN that the Board of Trustees has declared a trustee vacancy in Trustee Zone 2. Superintendent Klaire Vogt will be accepting applications for Trustee, Zone 2. Applicant(s) must be 18 years of age, a qualified voter and reside in Zone 2. Contact the District Office for an application. Deadline for submitting an application is Friday, March 28, 2025 at 3:00 p.m.

For more information, contact the Troy School District Office at (208) 835-3791.

Theresa Priebe
Clerk, Board of Trustees

NOTICE OF SPECIAL MEETING

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

NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Board of Trustees of said district has called a special meeting to be held at 3:30 p.m. at the Troy High School Library, 101 Trojan Drive, Troy, ID on **Friday, March 28, 2025. The purpose of this special meeting is as follows:**

- 1. Accept Resignation Zone 1 Trustee**
- 2. Approve Trustee Vacancy Zone 1**
- 3. Appoint Trustee Zone 2**

This special meeting of the Board of Trustees is called pursuant to Title 74 and Chapter 206, Idaho Code.

**Dated this 27th day of March 2025
Theresa Priebe
Clerk, Board of Trustees**

**TROY SCHOOL DISTRICT 287
BOARD OF TRUSTEES SPECIAL MEETING
MARCH 28, 2025 3:30 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 3:39 p.m.
 - A. **Members Present:** Pam Hilliard, Lisa Hunter, Wendy Fredrickson
 - Administrators Present:** Supt Klaire Vogt; Theresa Priebe, Clerk
2. **Approve Agenda (Action Item):** By unanimous consent, the special meeting agenda was approved.
3. **Action Items:**
 - A. **Approve Special Meeting minutes:** Lisa Hunter moved to approve the special meeting minutes from March 26, 2025. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - B. **Accept Resignation Zone 1 Trustee:** Wendy Fredrickson moved to accept the resignation from Daniel Moyer, Zone 1 Trustee. Lisa Hunter seconded. All voted aye. Motion carried.
 - C. **Approve Trustee Vacancy, Zone 1:** Lisa Hunter moved to declare trustee vacancy in Zone 1. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - D. **Approve Trustee Appointment Zone 2:** Wendy Fredrickson moved to appoint Daniel Moyer to the Trustee Zone 2 position. Lisa Hunter seconded. All voted aye. Motion carried.

Oath of Office administered for Trustee Zone 2, Daniel Moyer.
4. **Adjourn:** Lisa Hunter moved to adjourn the meeting. Wendy Fredrickson seconded. All voted aye. Motion carried. Meeting adjourned at 3:44 p.m.

Pam Hilliard, Chair

Theresa Priebe, Clerk

CHANGE OF NOTICE OF SPECIAL MEETING

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

NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Board of Trustees of said district has called a special meeting to be held at 6:00 p.m. at the Troy High School Library, 101 Trojan Drive, Troy, ID on **Wednesday, March 26, 2025. The purpose of this special meeting is as follows:**

- 1. Trustee Vacancy – Zone 2**
- 2. Executive Session, per ID Code 74-206(1)(b) – To consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent, or public school student**
- 3. Action Item - Based on topic in Executive Session**

This special meeting of the Board of Trustees is called pursuant to Title 74 and Chapter 206, Idaho Code.

**Dated this 25th day of March 2025
Theresa Priebe
Clerk, Board of Trustees**

NOTICE OF SPECIAL MEETING

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

NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Board of Trustees of said district has called a special meeting to be held at 6:00 p.m. at the Troy High School Library, 101 Trojan Drive, Troy, ID on **Tuesday, March 25, 2025. The purpose of this special meeting is as follows:**

- 1. Executive Session, per ID Code 74-206(1)(b) – To consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent, or public school student**
- 2. Action Item - Based on topic in Executive Session**

This special meeting of the Board of Trustees is called pursuant to Title 74 and Chapter 206, Idaho Code.

**Dated this 20th day of March 2025
Theresa Priebe
Clerk, Board of Trustees**

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, March 10, 2025 – 6:30 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Educational Presentation
3. Public Comments
4. Approve Consent Agenda (Action Item)
 - a. Minutes
 - b. Bill Payments
 - c. Classified personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Principals Report
 - d. Superintendent's Report
 - e. Board Chairman's Comments
6. Action Items
 - a. Approve School Closure
 - b. Approve THS Jr High Boys' Basketball Head Coach
7. Executive Session I.C. 74-206(J)-Negotiations
8. Board Member Input for Future Agenda Items
9. Adjourn

***Troy School District #287 Mission:
To provide educational opportunities for every student that emphasize the principles of learning for a
lifetime, respect for a community and tradition, and pursuit of excellence.***

**TROY SCHOOL DISTRICT 287
BOARD OF TRUSTEES ANNUAL MEETING
MARCH 10, 2025 6:30 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 6:30 p.m.
 - A. **Members Present:** Pam Hilliard, Daniel Moyer, Lisa Hunter, Wendy Fredrickson
 - Administrators Present:** Supt Klaire Vogt; Aaron Dail, HS Principal; Theresa Priebe, Clerk
 - B. By unanimous consent, the agenda was approved.
 2. **Educational Presentation:** Mrs. Kovisto and Mr. Spence presented Transition to Integrated Math which will be on the schedule starting next school year as Integrated Math I, Integrated Math II, and Integrated Math III. Integrated math will include algebra, geometry, statistics. Integrated Math I and Integrated Math III have been implemented this school year. The pathway will lead to different areas of the workforce. Mr. Stoner presented the Bus Right application that is installed in the buses. The application provides the parents bus location of their child or children. Parents are happy.
 3. **Public Comments:** Josh Cruz presented an update on the wrestling students progress and has requested a wrestling program be considered as an agenda item.
 4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Board Minutes from February 10, 2025; Bills paid totaling \$397,625.47; Resignation from Linda Jones, high school para; New hires for assistant track coach—Destry Hurst, John Marone, Chris Warren and Jeannette Warren; new hires for Junior High Track—Deb Blazzard coach, Jessica Renfrow and Alex Kirkham assistant junior high track coaches; and, Mack Hagenbaugh—assistant boy’s baseball coach. Disposal list included Interwrite Mobi and Dymo Mimio Tech.
 5. **Information Items:** Budget reports included: ASB monthly financial reports; Medical Insurance report; Food Service report; February 2025 Financial report. Enrollment report 327. THS Principal’s report included update on **Student Achievement** –FFA CDE State Qualifiers; THS Cheer program competition; White Pine All League Basketball; Mock Trial State participation; Students of the Month. **Informational/Feedback Issues** – FFA Community Breakfast, FFA Elementary Expo, BPA State Conference, Music program, Spring Sports, Winter Carnival, Baseball Field Committee meeting date, Hope Week, ISATs, and Dream It Do It Conference. **Communication Recruitment & Retention** –Student Handbook, School Safety, Parent Teacher conferences and formal clinical observations are still ongoing. Superintendent’s Report included **Student Achievement** –Read Across America, 100th Day celebration, Math Pathway outcomes, Science Pathway outcomes, Data teams. **Financial/Transparency** –Budget meetings and training for Mrs. Priebe’s absence. **Facilities** – Fire Drill held February 28th. **Communication** – Post Legislative Tour scheduled for May 1; Student, Staff, & Parent Engagement surveys; Parent/Teacher conferences and Literacy Night was March 4th & 5th with 96% attendance; Negotiations to begin in April; Bus Right application; and bus cameras purchased for two buses. **Recruitment & Retention** – Safe Schools training on cybersecurity, Istation Update, Regional Superintendent’s meeting, and Accreditation review this year. Board Chair had no report.
 6. **Action Items:**
 - A. **Approve School Closure, February 24, 2025:** Wendy Fredrickson moved to approve the school closure for February 24, 2025 due to poor road conditions. Daniel Moyer seconded. All voted aye. Motion carried.
 - B. **Approve THS Jr High Boys’ Basketball Head Coach:** Lisa Hunter moved to approve Mitchell Sandquist and Jeff Trout as junior high co-head coaches for the 2024-2025 school year. Daniel Moyer seconded. All voted aye. Motion carried.
 7. **Executive Session I.C. 74-206(J) – Negotiations:** Wendy Fredrickson moved to enter into Executive Session per Idaho Code 74-206(J)- Negotiations at 7:51 p.m. Lisa Hunter seconded. A roll call vote was duly taken: Daniel Moyer-aye; Lisa Hunter-aye; Wendy Fredrickson-aye; Pam Hilliard-aye. Motion carried.
- The Board came out of Executive Session at 8:16 p.m. Discussion was relevant to negotiations for the April meeting.
8. **Board Member Input for Future Agenda Items:** None
 9. **Adjourn:** Meeting adjourned at 8:23 p.m.

Pam Hilliard, Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, February 10, 2025 – 6:30 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 (Action Item)
 - a. Minutes
 - b. Bill Payments
 - c. Classified Personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Principals Report
 - d. Superintendent's Report
 - e. Board Chairman's Comments
6. Action Items
 - a. Appoint Board Negotiators
 - b. Approve Kelly Scholarship Amount
 - c. Approve School Closure, Feb 5, 2025
7. Board Member Input for Future Agenda Items
8. Adjourn

Troy School District #287 Mission:
To provide educational opportunities for every student that emphasize the principles of learning for a lifetime, respect for a community and tradition, and pursuit of excellence.

**TROY SCHOOL DISTRICT 287
BOARD OF TRUSTEES ANNUAL MEETING
FEBRUARY 10, 2025 6:30 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 6:30 p.m.
 - A. **Members Present:** Pam Hilliard, Daniel Moyer, Kyle Osborn via phone
 - Administrators Present:** Supt Klaire Vogt; Aaron Dail, HS Principal; Theresa Priebe, Clerk
 - B. By unanimous consent, the agenda was approved.
2. **Educational Presentation:** No presentation
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Annual Board Meeting minutes of January 9, 2025; Bills paid totaling \$393,811.17.
5. **Information Items:** Budget reports included: ASB monthly financial reports; Medical Insurance report; Food Service report; January 2025 Financial report. Enrollment report 335. THS Principal's report included update on **Student Achievement** – FFA CDE and LDE took place at the U of I; FFA Gem State Leadership Conference was held January 27-28, 2025; Honor Roll lunch was provided January 31st and February 14th; Jordan Leman was awarded 4th place at the State Level in the Veterans of Foreign Wars Essay contest; Students of the month for February—Category School Spirit; Final graduation rate for THS class of 2024 is 96.7%. **Communication** – FFA Gem State North will be in March; FFA Alumni auction is March 1st; BPA State Leadership conference is March 2-5, 2025 in Boise; Basketball tournaments schedules; Spring sports start February 28th; Idaho HS Mock Trial regional competition on February 22nd and State competition in Boise March 11-13; Winter Carnival in THS gym on February 21st; Parent Teacher conferences to be held March 4th & 5th; Prom scheduled May 3rd; Safety drill held January 31st. **Recruitment & Retention** – Formal clinical observations have begun; Staff development on January 30th; and Student Teacher will be teaching with Mr. Hoffman during spring semester. Superintendent's Report included **Student Achievement** – Read to Ride for Silverwood tickets; Sixth grade performed at IMEA music conference and went to the ice rink; **Financial/Transparency** – Received the Cell phone grant of \$5000; **Facilities** – waiting for materials for the teacher workroom; Locks in both buildings had a maintenance check and adjusted; **Communication** – PowerSchool cyber incident update; CTE update—last year 5 STEM diplomas and no CTE diplomas. This year it is projected to have 5 STEM and 6 CTE (Workplace Readiness) diplomas. **Recruitment & Retention** – Mr. Dail is doing Project Leadership; Evaluation Mrs. Vogt and Mrs. Renfrow; Data Wall with K-12 staff; Mrs. Stoner IMEA all state music conference; Mrs. Vogt and Mr. Noppe attended the IETA conference; and Mrs. Sullins doing WIDA training. Board Chair Pam Hilliard had thanked Mrs. Vogt and Mr. Dail for the thorough information they provide to the Board. Daniel Moyer also thanked Mrs. Vogt and Mr. Dail and has faith in and appreciation for them both.
6. **Action Items:**
 - A. **Appoint Board Negotiators:** Daniel Moyer moved to appoint Pam Hilliard and Lisa Hunter as representatives of the Troy School District for the upcoming negotiations with the Troy Education Association. Kyle Osborn seconded. All voted aye. Motion carried.
 - B. **Approve Kelly Scholarship Amount:** Daniel Moyer moved to approve the Kelly Scholarship award at three percent (3%) of the five-year average or \$4,013.67 to be awarded and distributed evenly among the applicants. Kyle Osborn seconded. All voted aye. Motion carried.
 - C. **Approve School Closure, February 5, 2025:** Daniel Moyer moved to approve the school closure on February 5, 2025 due to inclement weather and road conditions. Kyle Osborn seconded. All voted aye. Motion carried.
7. **Board Member Input for Future Agenda Items:** Executive Session for negotiations either March or April meeting.
9. **Adjourn:** Meeting adjourned at 7:08 p.m.

Pam Hilliard, Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES ANNUAL MEETING
Monday, January 13, 2025 – 6:30 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda (Action Item)
2. Approve Minutes (Action Item)
3. Educational Presentation
4. Annual Meeting (per Policy 1200) (Action Item)

Call for nominations for Chair to serve during the ensuing year;
Election of a Chair;
Assumption of office by the new Chair;
Call for nominations for vice chair to serve during the ensuing year;
Election of a vice chair;
Review the code of ethics.
Election of a clerk; and
Election of a treasurer; and
Designate the District's official newspaper.
Designation of Regular Monthly School Board Meetings for 2024 – 2025
Adopt Policy Manual as it exists
5. Public Comments
6. Approve Consent Agenda (Action Item)
 - a. Bill Payments
 - b. Procedure Manual
 - c. Items to be Disposed
7. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Principals Report
 - d. Superintendent's Report
 - e. Board Chairman's Comments
8. Action Items
 - a. Approve Safe Return to School Plan
 - b. Approve State Investment account for School Modernization funds
9. Policy Items
 - a. Second Reading: Policy 3265 Students: Student-Owned Electronic Communication Devices
10. Board Member Input for Future Agenda Items
11. 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.*

**TROY SCHOOL DISTRICT 287
BOARD OF TRUSTEES ANNUAL MEETING
JANUARY 13, 2025 6:30 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 6:32 p.m.
 - A. **Members Present:** Pam Hilliard, Wendy Fredrickson, Lisa Hunter, Daniel Moyer, Kyle Osborn via phone
 - Administrators Present:** Supt Klaire Vogt; Aaron Dail, HS Principal; Theresa Priebe, Clerk
 - B. By unanimous consent, the agenda was approved.
2. **Approve Minutes (Action Item):** Wendy Fredrickson moved to approve the minutes from the December 9, 2024 special meeting and regular monthly meeting. Lisa Hunter seconded. All voted aye. Motion carried.
3. **Educational Presentation:** Tour the facilities. The Board recessed at 6:34 p.m. to tour the elementary and secondary schools. The Board resumed the meeting at 7:03 p.m.
4. **Annual Meeting (per Policy 1200) (Action Item):** Pam Hilliard stated as chair of the Troy School District Board of Trustees, I declare the Board of Trustees as dissolved, and I ask the Board to proceed with reorganization for the 2025 school year. Superintendent Klaire Vogt stated as Superintendent of the Troy School District, I declare the office of Chair of the Board open and I ask for nominations, should we have more than one nomination, a vote will be conducted via roll call. Do I have a nomination? Wendy Fredrickson moved to nominate Pam Hilliard as Board Chair. Lisa Hunter seconded. If there are not any more nominations, we need a motion to accept the nomination of Pam Hilliard as Chair of the Board of Trustees for the 2025 school year. Daniel Moyer moved to accept the nomination of Pam Hilliard as Chair of the Board. Lisa Hunter seconded. All voted aye. Motion carried.

Nominations for Vice Chair: Pam Hilliard moved to nominate Wendy Fredrickson as vice chair. Daniel Moyer seconded. All voted aye. Motion carried.

Clerk/Treasurer & Business Manager: Wendy Fredrickson moved to retain Theresa Priebe as Clerk/Treasurer and Business Manager for the 2025 school year. Lisa Hunter seconded. All voted aye. Motion carried.

Wendy Fredrickson moved to accept the reorganization of the Board of Trustees for the 2025 school year. Lisa Hunter seconded. All voted aye. Motion carried.

Designated Official Newspaper: Wendy Fredrickson moved to approve the Moscow-Pullman Daily News as the official newspaper for the District. Lisa Hunter seconded. All voted aye. Motion carried.

Board Meeting Schedule: Chair Pam Hilliard designated the dates for board meetings for the 2025 school year as the second Monday each month at 6:30 p.m. at the Troy High School Library; designated the official posting sites for the district on the website, Troy Elementary School, Troy High School, and the Post Office; designated the official depositories for the district at Umpqua Bank, State Treasurer Pool, Northwestern Mutual Investment. Lisa Hunter moved to accept these designated official meeting dates, posting sites and depositories. Wendy Fredrickson seconded. All voted aye. Motion carried.

Policy Manual: Lisa Hunter moved to adopt the Policy Manual as it exists. Daniel Moyer seconded. All voted aye. Motion carried.
5. **Public Comments:** None
6. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Bills paid totaling \$425,057.54.
7. **Information Items:** Budget reports included: ASB monthly financial reports; Medical Insurance report; Food Service report; December 2024 Financial report. Enrollment report 333. THS Principal's report included update on **Student Achievement** –FFA 2nd annual soup cookoff, FFA drive-through dinner, FFA State Degree Sifting, Employment Skills, Agronomy and Agricultural sales, FFA Gem State Leadership Conference January 2-28, BPA State Leadership March 3-5, Honor Roll lunch provided Jan 31 and Feb 7, Girls' Basketball Districts @ Lewiston HS, Boys Basketball Districts @ Lewiston HS, Students of the Month for January—Category is Leadership; **Facilities** – Center Logo from old HS is on display at THS; **Communication** – FAFSA night January 13, Mr. Hoffman will have a student teacher during spring semester, Staff development scheduled for January 30. **Student Achievement** – Outcomes identified in programs, All school field trip to U of I Vandals game on December 18th, Winter Festival & Concert was held December 20th; **Financial/Transparency** – District Committee meetings will be scheduled as we build the budget, Need to create a fund for the school modernization funds, Troy Music Extension grant awarded \$1000 to purchase chimes; **Facilities** – Ten Year Facilities Plan was approved by SDE, TES flooring was completed, District Office has been moved to TES, now need signage for District Office, Fire Drill in December; **Communication** – ESSER Plan/Safe School Return Plan will be an action item, Dr. Wendy Moore is now Deputy Supt. of State Dept. of Education and she visited our district on December 17; **Recruitment & Retention** –FFA Advisor/Ag job description was presented for input on a draft for negotiating purposes as well as what the duties entail, Day of the Hill is February 17-18 in Boise, and a packet was given to the Board (Code of Ethics, Board/Supt Calendar, Roles of the Board). Board Chair Pam Hilliard had nothing to report.

8. Action Items:

A. Approve Safe Return to School Plan: Wendy Fredrickson moved to approve the Safe Return to School Plan as presented for school year 2025. Daniel Moyer seconded. All voted aye. Motion carried.

B. Approve State Investment Account for School Modernization Funds: Lisa Hunter moved to approve setting up a State Investment Pool account for the school modernization funds with the Idaho State Treasurer. Wendy Fredrickson seconded. All voted aye. Motion carried.

7. Policy Items:

A. Second Reading: Policy 3265 Students: Student-Owned Electronic Communication Devices:

Lisa Hunter moved to approve the revised Policy 3265 Students: Student-Owned Electronic Communication Devices. Daniel Moyer seconded. All voted aye. Motion carried.

8. Board Member Input for Future Agenda Items: None

9. Adjourn: Meeting adjourned at 7:35 p.m.

Pam Hilliard, Chair

Theresa Priebe, Clerk

Legal Notice

As per Idaho Code, 33-510 & 33-402, Troy School District No. 287 is announcing its Annual Meeting will be held at 6:30 p.m. on January 13, 2025 at the Troy High School Library, Troy, Idaho.

Publish January 3, 2025

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, December 9, 2024 – 6:30 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 (Action Item)
 - 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 Report
 - d. Superintendent's Report
 - e. Board Chairman's Comments
6. Action Items
 - a. Approve Superintendent/Elem Principal Contract
 - b. Approve Secondary Principal Contract
 - c. Approve Ten Year Facilities Plan
 - d. Approve Moving District Office
7. Policy Items
 - a. First Reading: Revised Policy 3265 Students: Student-Owned Electronic Communication Devices
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.

**TROY SCHOOL DISTRICT NO. 287
BOARD OF TRUSTEES REGULAR MEETING
DECEMBER 9, 2024 6:30 p.m.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Special Meeting to order at 6:30 p.m.
 - A. **Members Present:** Pam Hilliard, Daniel Moyer, Wendy Fredrickson, Kyle Osborn, Lisa Hunter
 - Administrators Present:** Supt Klaire Vogt; Theresa Priebe, Clerk
 - B. **Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Education Presentation:** Elementary teachers Morgan Loy, Lisa Hazeltine, and Moreesa Sandquist presented an overview of the Targeted Tutoring program and the processes in place to help students achieve the standards. The Board took time to review with Supt. Klaire Vogt her evaluation.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Board Meeting minutes of November 11, 2024; Bills paid totaling \$403,413.48; New Hires included Emma Schnider, asst. girls' basketball coach.
5. **Information Items:** Budget reports included: ASB financial reports; Medical Insurance Pool report; School Lunch & Breakfast reports; Enrollment at 333. HS Principal report included **Student Achievement** – FFA competed at CDE in Moscow; 21 students participated in BPA Regions at the U of I; December Students of the Month for Most Polite/Considerate; Voice of Democracy essay winner; **Communication** -- THS music students attended the U of I's Holiday Jazz concert and the music students will attend the Holiday Concert on December 17 at TES MPR at 7:00 p.m.; Safety drills were held in November; December 11th, Senior Project students will showcase their projects at the THS Commons and Library; Semester finals are December 17-20; **Facilities** – Baseball Field committee added infield materials to the field; Site has been chosen to hang the old THS center logo on the Commons wall this winter; **Recruitment & Retention** – Staff development on December 12th with Data Teams. Superintendent's report included **Student Achievement** – First set of Evaluations is completed; All school field trip at the U of I on December 18; **Financial/Transparency** – Reviewed Food Service budget with Judy Deskins and Theresa Priebe. Reviewed 23-24 and 24-25 through October of both years. Found that \$16,000 last year was Supply Chain monies used to help offset some of the costs for milk and eligible items. Looking at ways to increase the adult meals and breakfast meals. Will review again in January and follow up in February; **Facilities** – the School Modernization Plan will help with the facilities over the course of ten years as outlined on the anticipated budget for both schools; Looking at moving the District Office to the Elementary School; **Communication** – a Troy School District promo video was made and is currently updated on the website; received a plaque from Beyond Textbooks; CTE approval letter; **Recruitment** – a job description for FFA advisor, general secondary education teacher, and summer activities has been provided to review; Professional development included general supervision file review, CPR instructors, FACE conference attendees identifying senior citizen connections, Mr. Dail attending Project Leadership trainings, PBIS program approved for 2025-2026. Board Chair Pam Hilliard had no comments.
6. **Action Items**
 - A. **Approve Superintendent/Elem Principal Contract:** Lisa Hunter moved to approve a 2-year Elementary School .8 FTE Principal and a .2 FTE Superintendent contract for Klaire Vogt for the 2025-26 and 2026-27 school years. Kyle Osborn seconded. All voted aye. Motion carried.
 - B. **Approve Secondary Principal Contract:** Daniel Moyer moved to approve a 2-year 1.0 FTE Secondary Principal contract for Aaron Dail for the 2025-26 and 2026-27 school years. Kyle Osborn seconded. All voted aye. Motion carried.
 - C. **Approve Ten Year Facilities Plan:** Daniel Moyer moved to approve the Ten Year Facilities Plan as presented. Lisa Hunter seconded. All voted aye. Motion carried.
 - D. **Approve Moving District Office:** Kyle Osborn moved to approve moving the District Office location to Troy Elementary using either Fund 410 Plant Facility and/or School Modernization funds. Lisa Hunter seconded. All voted aye. Motion carried.
7. **Policy Items:**
 - A. **First Reading:** Policy 3265 Students: Student-Owned Electronic Communication Devices
8. **Other Business:** None
9. **Adjourn:** Meeting adjourned at 7:56 p.m.

NOTICE OF SPECIAL MEETING

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

NOTICE IS HEREBY GIVEN to the patrons of Troy School District No. 287 that the Board of Trustees of said district has called a special meeting to be held at 6:00 p.m. at the Troy High School Library, 101 Trojan Drive, Troy, ID on Monday, December 9, 2024. The purpose of this special meeting is as follows:

- 1. Executive Session per ID Code 74-206(1)(b) – Superintendent Evaluation**

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

**Dated this 5th day of December 2024
Theresa Priebe
Clerk, Board of Trustees**

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, November 11, 2024 6:30 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 (Action Item)
 - a. Minutes
 - b. Bill Payments
 - c. Classified Personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Principals Report
 - d. Superintendent's Report
 - e. Board Chairman's Comments
6. Action Items
 - a. Approve Date for Superintendent Evaluation
 - b. Approve Troy School District Three-Year Financial Plan
 - c. Approve Sealed Bid for Bus
7. Policy Items
 - a. Wellness Policy 8215-Review
8. Board Member Input for Future Agenda Items
9. Adjourn

**TROY SCHOOL DISTRICT 287
BOARD OF TRUSTEES REGULAR MEETING
NOVEMBER 11, 2024 6:30 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 6:30 p.m.
 - A. **Members Present:** Pam Hilliard, Wendy Fredrickson, Lisa Hunter, Kyle Osborn via phone
 - Administrators Present:** Supt Klaire Vogt; Aaron Dail, HS Principal; Theresa Priebe, Clerk
 - B. By unanimous consent, the agenda was approved.
2. **Presentation:** Mr. Hoffman introduced FFA state officers, Josh Nelson, Joseph Bendel and Katelyn Moore. They each presented their experiences and their results from the National FFA convention. Troy has received a national chapter award, a national proficiency finalist, and three national competing teams this year.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular meeting minutes of October 14, 2024; Bills paid totaling \$432,641.77; Accept resignation from Jordyne Fredrickson, girls' varsity assistant coach.
5. **Information Items:** Budget reports included: ASB monthly financial reports; Medical Insurance report; Food Service report; October 2024 Financial report. Enrollment report 332. THS Principal's report included update on fall sports state competitions, Honor Roll, November students of the month for "Creative-Have novel ideas", update on winter activities, gym floor resurfaced in October, and staff development. Superintendent's report included **Student Achievement** – ISAT training for all teachers; **Financial/Transparency** – Mrs. Stoner received a \$3500 grant from Expanding Public Schools for the purchase of additional hand chimes. **Facilities** – Fire Drill on October 22nd. **Communication** – Troy Talk; Veteran's Day Program November 11th; TES Conferences 98%. **Recruitment & Retention** – Professional development included Charlotte Danielson Evaluation and attendance at the ISBA Conference November 6-8, 2-24. Board Chair Pam Hilliard reported that there were 18 resolutions at the ISBA business meeting and two were withdrawn. All of the resolutions passed except for two. The two resolutions that did not pass were for a local option tax to help pay for schools and allow spouses of board members to work at their district. Mrs. Hilliard attended the AI session which had a cell phone policy presentation using AI.
6. **Action Items:**
 - A. **Approve Date for Superintendent Evaluation:** Lisa Hunter moved to approve to meet on December 9, 2024 at 6:00 p.m. to complete the Superintendent evaluation. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - B. **Approve Troy School District Three Year Financial Plan:** Lisa Hunter moved to approve the School Board three-year financial plan as presented. Wendy Fredrickson seconded. All voted aye. Motion carried. The three-year plan includes to build and maintain a fund balance of at least \$820,000, to build and maintain a contingency fund of at least \$50,000 and to maintain a supplemental levy to support TSD programs that is fiscally responsible to the Troy tax payers and the Troy School District.
 - C. **Approve Sealed Bids:** Wendy Fredrickson moved to approve the sale of the bus to the highest bid in the amount of \$1200 to Matt Kathanimane. Lisa Hunter seconded. All voted aye. Motion carried. District only received one bid for the surplus property – Bus 98.
7. **Policy Items:**
 - A. **Wellness Policy 8215 Review:** The policy needs to be reviewed every three years. No changes at this time.
8. **Board Member Input for Future Agenda Items:** On line platform Money Dolly and Lunch Program.
9. **Adjourn:** Meeting adjourned at 7:06 p.m.

Pam Hilliard, Chair

Theresa Priebe, Clerk

**TROY SCHOOL DISTRICT 287
BOARD OF TRUSTEES REGULAR MEETING
OCTOBER 14, 2024 6:30 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 6:31 p.m.
 - A. **Members Present:** Pam Hilliard, Wendy Fredrickson, Lisa Hunter
 - Administrators Present:** Supt Klaire Vogt; Theresa Priebe, Clerk
 - B. By unanimous consent, the agenda was approved.
2. **Presentation:** Mrs. Renfrow, Miss Fredrickson, and Mrs. Heath presented a phonetic instruction program called SIPPS to help K-2 grades in reading strategies. Mr. Stoner, transportation coordinator, updated the Board with information on Bus 98 and advised putting the bus out of service and listing as surplus property. Information on a new bus was provided in the board packet for consideration. The board had inquired about an electric bus and if one was being considered. Mr. Stoner stated that he would inquire with other districts in the region to see how electric buses were in this area and he also stated that there are grants available for an electric bus.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved with the resignation of the girls' asst. basketball coach moved to the November 2024 meeting. Items approved: Regular meeting minutes of October 14, 2024; Bills paid totaling \$443,785.66; Hire Kelly Carlstrom as student council co-advisor.
5. **Information Items:** Budget reports included: ASB monthly financial reports; Medical Insurance report; Food Service report; September 2024 Financial report. Enrollment report 330. THS Principal's report included FFA competed at District Soils in Craigmont on October 1st; 15 students will be attending FFA National Convention October 21-26, 2024; Students of the Month Category for October is Most Inspirational; THS gym will be resurfaced October 20-23, 2024; Study Table, Tutoring, Test Dates, Parent/Teacher conferences, District athletic schedules and Safe Schools Trainings were reported. Superintendent's report included **Student Achievement** – ISAT training for all teachers; Action Plans; Festival of Dance field trip for 4th grade; Team meetings for math, ELA, Science and K-2 Spelling; Dyslexia Screenings; 5th & 6th grade field trip to study biology at Laird Park; FAFSA recognition. **Financial/Transparency** – Fiscal Year 2024 Audit submitted to SDE; TES Fund Run raised \$5000. **Facilities** – District Office was painted on the outside. **Communication** – Conferences are October 15th & 16th; Potential sports programs and procedures; Crisis Team meeting; Troy Talk; Veteran's Day Program November 11th; State Board Evaluation Review has been approved; Combined Continuous Improvement Plan has been approved; Annual Performance Report (Title) has been approved; ISBA Region II Meeting scheduled for October 24th in Moscow. **Recruitment & Retention** – Professional development included Project Leadership, Attendance Matters conference, Federal Programs/Special Education/Assessment Trainings, Data Drill Down, Stem scopes, Performance Matters, and SESTA (Specific Learning Disability). Board Chair Pam Hilliard thanked Mrs. Vogt for putting information in the Troy Talk.
6. **Action Items:**
 - A. **Approve FFA Travel:** Lisa Hunter moved to approve the student travel to participate in the FFA National Convention and Expo October 21 through October 26, 2024. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - B. **Approve Athletic Co-op:** Lisa Hunter moved to approve the athletic co-op with Moscow School District in the sport of wrestling. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - C. **Approve Snow Removal Bid:** Wendy Fredrickson moved to approve the hiring of Delk Management LLC for the snow removal for the year 2024-2025 school year. Lisa Hunter seconded. All voted aye. Motion carried. District only received one proposal for snow removal.
 - D. **Approve Surplus Property for Bid:** Lisa Hunter moved to approve Bus 98 as surplus property and to advertise for sealed bid with the starting bid to be a minimum of \$750. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - E. **Approve Purchase of New School Bus:** Wendy Fredrickson moved to approve the purchase of a 2026, 71-passenger school bus from Western Mountain Bus Sales for \$146,740 and to be paid out of account 424.810.560.000.000 – vehicle purchase. Lisa Hunter seconded. All voted aye. Motion carried.
 - F. **Approve Use of Bus:** Wendy Fredrickson moved to approve the use of the District bus for the Troy Preschool Program for the school year 2024-2025. Lisa Hunter seconded. All voted aye. Motion carried.
7. **Board Member Input for Future Agenda Items:** None
8. **Adjourn:** Meeting adjourned at 7:20 p.m.

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, October 14, 2024 – 6:30 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 (Action Item)
 - a. Minutes
 - b. Bill Payments
 - c. Classified personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Information Items
 - a. Budget Reports
 - b. Enrollment Report
 - c. Principals Report
 - d. Superintendent's Report
 - e. Board Chairman's Comments
6. Action Items
 - a. Approve FFA Travel
 - b. Approve Athletic Co-op
 - c. Approve Snow Removal Bid
 - d. Approve Sale of Public Property-Bus
 - e. Approve Purchase of New School Bus
 - f. Approve the Use of Bus
7. Board Member Input for Future Agenda Items
8. Adjourn

TROY SCHOOL DISTRICT 287
BOARD OF TRUSTEES REGULAR MEETING
Tuesday, September 16, 2024 6:30 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Presentation: Hayden & Ross - FY24 Audit
3. Public Comments
4. Approve Consent Agenda (Action Item)
 - 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. Principals' Report
 - d. Superintendent's Report
 - e. Board Chairman's Comments
6. Action Items
 - a. Approve FY 2024 Audit
 - b. Approve Combined Continuous Improvement Plan
7. Board Member Input for Future Agenda Items
8. Adjourn

Troy School District #287 Mission:

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

**TROY SCHOOL DISTRICT 287
BOARD OF TRUSTEES REGULAR MEETING
SEPTEMBER 16, 2024 6:30 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Kyle Osborn called the Regular Meeting to order at 6:33 p.m.
 - A. **Members Present:** Kyle Osborn, Lisa Hunter, Daniel Moyer
 - Administrators Present:** Supt Klaire Vogt; Aaron Dail, HS Principal; Theresa Priebe, Clerk
 - B. By unanimous consent, the agenda was approved.
2. **Presentation:** FY24 Audit presentation by Bailee Schnider, Hayden & Ross. Revenues exceeded expenditures in nine of the last ten years. Fund balance as of 06/30/2024 is \$1,288,954. For fiscal year 2024, total revenues increased by 14.3% from the prior year. Local revenue accounted for 22.3% and state revenue accounted 77.7%. Expenditures increased by 9.5% over the prior year. The fund balance in the capital projects funds total \$318,146, comprising of the general school plant facility of \$95,049, bus depreciation fund of \$204,228, and the track fund of \$18,869.
3. **Public Comments:** Josh Cruz referenced the information that he had previously provided earlier in the year and requested that he would like to have some feedback to some of his concerns with the idea of starting a wrestling program. Six students stood before the Board of Trustees and gave their perspective on a wrestling program. Supt. Klaire Vogt will meet with James Stoner, Athletic Director, and Aaron Dail, HS Principal.
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular meeting minutes of August 12, 2024; Bills paid totaling \$389,083.44; hire Jordyne Fredrickson Girls' Basketball Asst. Coach, Kyle McCall Football Asst Coach, Robert Wilson and Zachary Stoner Jr Hi Football Asst. Coaches, Kristina Carter .88 FTE Sped Para, Micol Collins .8 FTE Sped Para, Whitney Atwood Sped Para, Linda Jones Sped Para, Rebecca Manzer Kitchen Aide and Kim Burch RTI Coordinator; and items to be disposed consisted of outdated Ag Science classroom supplies.
5. **Information Items:** Budget reports included: ASB monthly financial reports; Medical Insurance report. Enrollment report 331. THS Principal's report included an update on the Latah County Fair elephant booth proceeds, update on the baseball field needs, update on student activities. Superintendent's report included **Student Achievement** –CIP, College & Career & Literacy plan is available for review in your packet; Had a great retreat on September 12 at the U of I; Driver's Ed includes an IDLA fast pass. **Financial/Transparency** – Received a PEARS grant from the U of I in which local fruits and vegetables are shipped to the schools for the kids, District received a Nez Perce grant for the baseball tarp and the District needs to sell one of the old buses as surplus. **Facilities** – the allocation for the baseball field tarp can now be used for dirt work, and the School Modernization funds will come in a lump sum and the next step is to review the status of the facilities, prepare a 10-year plan to review in March/April and submit to the State in May 2025. **Communication** – ID Ed News had article for top performers in the State on ISAT testing, Golf Co-op with Moscow SD was approved for one year, Troy Talk will allow a section for school communication but it all needs to be directed to the website as well. Out-of-State travel procedure for all extra-curricular events should have Board approval. **Recruitment & Retention** – New assessment program, Performance Matters, will be implemented this school year, Data Wall was reviewed at the retreat and Ed Plan Cohort for the Sped Team. Board Chair had no comments.
6. **Action Items:**
 - A. **Approve the FY 2024 Audit:** Daniel Moyer moved to approve the FY 2024 audit as presented by Bailee Schnider from Hayden & Ross. Lisa Hunter seconded. All voted aye. Motion carried.
 - B. **Approve Combined Continuous Improvement Plan:** Lisa Hunter moved to approve the 2024-2025 Combined Continuous Improvement Plan (CIP), College & Career Readiness and Literacy Plan. Daniel Moyer seconded. All voted aye. Motion carried.
7. **Board Member Input for Future Agenda Items:** None
8. **Adjourn:** Meeting adjourned at 7:32 p.m.

Kyle Osborn, Acting 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 September 9, 2024 regular meeting of the Board of Trustees of said district has been changed to **Monday, September 16, 2024 at the Troy High School Library at 6:30 p.m.**

Dated this 29th day of August 2024

Theresa Priebe
Clerk, Board of Trustees

TROY SCHOOL DISTRICT 287
BOARD OF TRUSTEES REGULAR MEETING
Monday, August 12, 2024 6:30 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Board Training: McKinney Vento
3. Public Comments
4. Approve Consent Agenda (Action Item)
 - a. Minutes
 - b. Bill Payments
 - c. Classified Personnel Actions
 - d. Procedure Manual
 - e. Items to be Disposed
5. Information Items
 - a. Budget Reports
 - b. Principals' Report
 - c. Superintendent's Report
 - d. Board Chairman's Comments
6. Action Items
 - a. Approve Safe Return to School Plan
 - b. Approve Bus Routes
 - c. Approve Supplemental Contracts
 - d. Approve Hiring Certificated Staff Position
 - e. Approve Change of September's Regular Board Meeting
 - f. Approve Athletic Cooperative
 - g. Approve Hiring Transportation Coordinator
 - h. Approve Alternative Authorizations
 - i. Approve Head Football Coach
 - j. Approve Hiring Athletic Directors
7. Board Member Input for Future Agenda Items
8. Adjourn

Troy School District #287 Mission:
To provide educational opportunities for every student that emphasize the principles of learning for a lifetime, respect for a community and tradition, and pursuit of excellence.

**TROY SCHOOL DISTRICT 287
BOARD OF TRUSTEES REGULAR MEETING
AUGUST 12, 2024 6:30 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 6:33 p.m.
 - A. **Members Present:** Pam Hilliard, Wendy Fredrickson, Daniel Moyer
 - Administrators Present:** Supt Klaire Vogt; Aaron Dail, HS Principal; Theresa Priebe, Clerk
 - B. By unanimous consent, the agenda was approved.
2. **Board Training:** McKinney Vento annual training review.
3. **Public Comments:** James Fry, candidate for Latah County Sheriff. Mr. Fry presented positive ways to further help schools and communities if he were elected Sheriff at the November 2024 election.
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular meeting minutes of July 8, 2024; Bills paid totaling \$488,463.59; Hire Christopher Warren and Jeanmichel Cognard bus drivers and Jeannette Warren as Jr High X-Country coach; rehire the classified staff for the 2024-2025 school year as presented; Approve the Special Education Manual (2018)—a link was provided; and items to be disposed consisted of two servers, a VGA monitor, and 56 Chromebooks.
5. **Information Items:** Budget reports included: Medical Insurance report. THS Principal's report included the current number of students participating in fall sports which the first practice started August 12; New student orientation/registration was held on August 7th and the schedule pickup will be August 15 with the 12th grade students beginning at 8:00 am. Superintendent's report included **Student Achievement** – New course schedule at THS will reflect options for students to receive additional diplomas; IRI scores were in the top ten and TES Enrollment numbers projected as of August 5 have reached capacity. **Financial/Transparency** – Auditor has been in the District and will present the 2024 fiscal year audit at the September Board meeting. **Facilities** – Other Districts are taking the lump sum amount so a recommendation will be coming to the Board to either take the lump sum amount or amortize. **Communication** – researching a new Reader Board, Back to School information provided, and Federal Programs includes Parent Involvement review of Title I survey/PAC for the school year referencing policies 2420-2024P. **Recruitment & Retention** – Still open positions for SpEd paras and food service help; Transportation Dept update included capacity building training center and possible outside training opportunities, looking at the Bus Right App which will be in real time so parents can see where the buses are at all times during the routes, researching purchasing a new bus and possibly selling a bus; THS Intern Teachers for Fall 2024 will include a SpEd Teacher, Instructional Coach, Science Teacher, and Administrative internship; Professional Development included IASA Conference and Jeremy Bullock Foundation Conference both targeting safety and cell phones. Board Chair thanked Superintendent for getting everything ready for the new year.
6. **Action Items:**
 - A. **Approve Safe Return to School Plan:** Daniel Moyer moved to approve the current TSD Fall 2024 Return to School Plan as presented. Wendy Fredrickson seconded. All voted aye. Motion carried. Document is on the website.
 - B. **Approve Bus Routes:** Daniel Moyer moved to approve the 2024-2025 bus routes as established and confirmed by Troy School District Transportation Coordinator. Dave Gludt, Bus 17, Driscoll Ridge/Hwy 99 route; Matt Kathanimane, Bus 24, Little Bear/Burnt Ridge Road route; Christopher Warren, Bus 19, Randall Flat/Orchard Loop route; and Jon Cognard, Bus 22, Hwy 8/Spring Valley Road route. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - C. **Approve Supplemental Contracts:** Wendy Fredrickson moved to approve the Supplemental Contracts and Extra Duties/Activities contracts for FY24-25 as presented. Daniel Moyer seconded. All voted aye. Motion carried. Note: Jordyne Fredrickson was previously removed from the list due to conflict of interest with Wendy Fredrickson making the motion.
 - D. **Approve Hiring Certificated Staff Position:** Daniel Moyer moved to approve the hiring of Kindra Wilson as the Troy High School Special Education teacher, 1.0 FTE on a Category 1 contract. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - E. **Approve Change of September's Regular Board Meeting:** Wendy Fredrickson moved to approve the change of date of September's regular month meeting date from September 9, 2024 to September 16, 2024 at 6:30 p.m. Daniel Moyer seconded. All voted aye. Motion carried.
 - F. **Approve Athletic Cooperative:** Daniel Moyer moved to approve the filing of the application for the athletic cooperative for golf between Troy School District and Moscow School District. Wendy Fredrickson seconded. All voted aye. Motion carried.
 - G. **Approve Hiring Transportation Coordinator:** Wendy Fredrickson moved to approve hiring James Stoner as Transportation Coordinator for the 2024-2025 school year with a stipend of \$12,000. Daniel Moyer seconded. All voted aye. Motion carried.

- H. Approve Alternative Authorizations:** Daniel Moyer moved to approve the alternative authorization – Teacher to New Endorsement for Kaitlyn Wright for an endorsement in Natural Science, and approve the alternative authorization – Teacher to New Endorsement for Kindra Wilson for an endorsement in Exceptional Child Generalist (K-12). Wendy Fredrickson seconded. All voted aye. Motion carried.
- I. Approve Head Football Coach:** Daniel Moyer moved to rehire Shawn Buchanan as head football coach for the 2024-2025 school year. Wendy Fredrickson seconded. All voted aye. Motion carried.
- J. Approve Hiring Athletic Directors:** Wendy Fredrickson moved to approve hiring Kelly Carlstrom as the .4 Athletic Director and James Stoner as .6 Athletic Director. Daniel Moyer seconded. All voted aye. Motion carried.
- 7. Board Member Input for Future Agenda Items:** None
- 8. Adjourn:** Meeting adjourned at 7:19 p.m.

Pam Hilliard, Chair

Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287
BOARD OF TRUSTEES REGULAR MEETING
Monday, July 8, 2024 – 6:30 p.m.
Troy High School Library

1. Call to Order
 - a. Attendance
 - b. Adopt Agenda
2. Presentation: Board Training
3. Public Comments
4. Approve Consent Agenda (Action Item)
 - a. Minutes
 - b. Bill Payments
 - c. Classified Personnel Actions
 - d. Procedure Manual
5. Information Items
 - a. Budget Reports
 - b. Superintendent's Report
 - c. Board Chairman's Comments
6. Action Items
 - a. Approve Hire of Certificated Staff
7. Board Member Input for Future Agenda Items
8. Adjourn

Troy School District #287 Mission:

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

**TROY SCHOOL DISTRICT 287
BOARD OF TRUSTEES REGULAR MEETING
JULY 8, 2024 6:30 P.M.
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 6:33 p.m.
 - A. **Members Present:** Pam Hilliard, Wendy Fredrickson, Kyle Osborn via phone, Lisa Hunter via phone.
 - Administrators Present:** Supt Klaire Vogt; Theresa Priebe, Clerk
 - B. By unanimous consent, the agenda was approved.
2. **Presentation – Board Training:** Pam Hilliard reiterated that school board discussion outside of the board meeting must be disclosed to the rest of the board; do not “cc all” when sending an email.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular meeting minutes of June 10, 2024; Bills paid totaling \$592,895.80; Resignation by Shawn Buchanan, Football coach.
5. **Information Items:** Budget reports included: District Monthly financial report; Medical Insurance report. Superintendent’s report included **Student Achievement** – No new information to report at this time. **Financial/Transparency** –Auditor will be here in August for field work. **Facilities** –Ten Year Plan & Modernization Fund update; **Communication** – Review Strategic Plan with public relations in the works and looking at a new Reader Board; **Recruitment & Retention** –Science teacher has been selected for Board consideration, still need to advertise for food service position, SPED paraprofessional, general paraprofessional, Transportation Coordinator, SPED Teacher since Mallory McGraw has decided not to return due to personal reasons, and a football coach. Board Chair had no information to report.
6. **Action Items:**
 - A. **Approve Hire of Certificated Staff:** Wendy Fredrickson moved to approve the hiring of Kaitlyn Wright for the Troy High School science teacher position for the year 2024-2025. Kyle Osborn seconded. All voted aye. Motion carried.
7. **Board Member Input for Future Agenda Items:** Revisit improvements for Baseball Field.
8. **Adjourn:** Meeting adjourned at 6:44 p.m.

Pam Hilliard, Chair

Theresa Priebe, Clerk