

NEGOTIATIONS MINUTES  
APRIL 16, 2026

District Team: Pam Hilliard, Lead Negotiator; Lisa Hunter, Trustee; Klaire Vogt, Superintendent; Theresa Priebe, Clerk  
TEA Team: Matt Bruns, Lead Negotiator; Jessica Renfrow, Negotiator; Kami Heath, Negotiator  
Audience: Crystal Tibbals, TEA President

Pam Hilliard: Welcome. I'm going to put it in your hands if you would like to present what your request is.

Matt Bruns stated sure. (Matt Bruns handed out the TEA proposal). So the TEA proposal for this year and I'll just read down the list. Number one would be to reinstate the 2025-2026 negotiated agreement with changes. And those proposed changes would be 1a) movement on the salary schedule, which would be steps and lanes; b) that the district would cover the increased cost of insurance for the upcoming school year; c) potentially a salary increase. We did not put any sort of a percentage on there because we understand that there are a lot of moving pieces with that right now but just that you would consider being open to that; and then the last item there was, to revise our negotiated agreement so that we can be in compliance with the new state law 516. That's our list.

Pam Hilliard handed out a copy of the District proposal and a copy of the Idaho Code 1277 to the TEA team. Pam Hilliard asked Klaire Vogt if she would like to go over the list that was presented to the TEA members.

Klaire Vogt stated sure. It's really just the House Bill 516. We went through it to basically get some compliance. We highlighted, I mean, that looks dramatic, but we took the language out of the negotiated agreement and put it on there. So these are all that we could find in there at this point. But that's option A and then option B. This is why it looks so long. A draft of an option of Memo of Understanding with the realization that all this is still in the works. So if you there's one piece that, and just straight up, that if you don't have something that's in compliance with a master agreement, a negotiated agreement, it can null and void the whole thing. We don't want that. So it is basically a statement to say that we would, in good faith, come back to that if we miss something. So that's all that was.

Matt Bruns stated yeah, I guess we understand that because this is so new, both sides are learning more about this. And so we just want to make sure that we're open to continuing to talk about that that we keep those discussions open as we learn more things to make sure that we are in full compliance.

Pam Hilliard stated did you guys want to leave to discuss that at all?

Matt Bruns stated we will, yes. We yeah, we wouldn't be in a position tonight to necessarily check this off of the list yet. We would want some time to continue to discuss this. But we appreciate you presenting these to us to give us some information.

Klaire Vogt stated you might get some of my notes on there. It might be questionable.

Matt Bruns stated but yes, as stated before, we're still learning a lot about this too, just because it is so new.

Klaire Vogt stated and full disclosure, that's why we, just so that you guys know, we know that there's lots of different interpretations. This is the actual code so that we can go through. When I first read it, Therese helped me out with this. I skipped that first line. That's why I highlighted it to say, oh, all of these don't matter. So where it's crossed out, that's what they were talking about. So I could keep track of that. Yeah.

Pam Hilliard stated all right, so nothing at this point that we can agree upon. Do we need to talk about the insurance at all?

Klaire Vogt stated you can go back to any of these if you want. If you just want to speak to any of those.

Pam Hilliard stated you want to say anything more about any of these on your proposal?

Matt Bruns stated we can go through them individually if you like. I know that with the insurance, I know that the insurance committee has met once and I know that there was discussion that we would be meeting again. I don't think that has happened yet.

Klaire Vogt stated we found that the official rates won't be disclosed until April 23rd.

Matt Bruns stated so I guess to have a more informed discussion, we may want to come back to the insurance item after the insurance committee meets again. And you said that was April 23rd?

Klaire Vogt stated April 23rd is when the rates will be disclosed. Why that date? I don't know.

Matt Bruns stated and I think it was mentioned at the insurance committee meeting there would be an outside person who would be giving a review. Will that be presented at that meeting?

Klaire Vogt stated yeah. She's the one that will have all of that piece.

Matt Bruns stated okay. So I think that would help inform our discussion to have that meeting first.

Pam Hilliard stated okay. I guess really there's nothing more to talk about until we have that.

Matt Bruns stated I know it's tough at this point to have an in-depth conversation because there are still a lot of things that we don't know at this point that we're still learning about. But at this point we wanted to just get our wishes across to you, give you a list, and to have some talking points for our future meetings as we learn more.

Klaire Vogt stated what do you think of salary on C?

Matt Bruns stated well we understand that this year is a different situation than we've been in the last couple of years. In talking with our members, their main concern was that with the rapid increase in cost to living, they didn't want it left off the list. And basically it was just agreed upon that anything the district could do to help our staff to cope with those increasing costs would be very much appreciated. But that's why we did not put any sort of a number on there. We understand that there are other things this year that would be taking, you know, monies away from potential salary increases. But we wanted to include it on the list for that reason.

Pam Hilliard stated because what we've been looking at is doing budget reductions are ready to try to cover increased costs. So I don't think that's going to allow anything for salary increases.

Matt Bruns stated yeah, and like I said, we understand that the full budget picture is still being developed and changing. As we learn more about insurance and these other items, I think that will help inform our discussion about that. But we didn't want to leave it off the list for that reason that there is concern. And as concern everybody has that with the increasing cost, members felt like they wanted to have that on there as an item.

Pam Hilliard stated at this point, then we're down to setting the next meeting. How soon are you thinking of a meeting for insurance committee?

Klaire Vogt stated what did Anne (Acrisure Group) say? After the 23rd she'll have the rates?

Theresa Priebe stated she will probably have hopefully something by the first week of May. Maybe. Because as soon as they know what those rates are, she's going to get right on it. And I told her the sooner, the better for a meeting. But we're just kinda beholden to her.

Pam Hilliard stated so, what do we want to think about a meeting like May 6? That would be 6th or 7th. Do you think? Is that a Wednesday and Thursday? For us, that's a Wednesday or a Thursday.

Matt Bruns stated May 6 is a Wednesday, right? And the 7th is a Thursday.

Pam Hilliard stated what do you think?

Klaire Vogt stated we'll give it a try. What do you guys think?

Theresa Priebe stated we can wait and see what her timeline is as far as getting stuff. I would think that she may have something by then. Because I know she's pretty quick on getting...

Matt Bruns stated May 7, would that work? Thursday?

Pam Hilliard stated up for everyone? Shall we say May 7? 4pm?

Klaire Vogt stated sure.

Pam Hilliard stated same place? Anything anyone else wants to discuss before we...

Matt Bruns stated I don't think so.

Pam Hilliard stated okay, well, we'll consider adjourn then. And hopefully we'll have a little bit more information by then.

Matt Bruns stated well, thank you very much for your time.

Pam Hilliard stated all right.

Meeting adjourned at 4:08 p.m.

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Pam Hilliard, District Negotiator

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Matt Bruns, TEA Negotiator