

NEGOTIATIONS MINUTES  
MARCH 11, 2024  
TROY ELEMENTARY SCHOOL

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

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

Public: Krystal Kovisto

Pam Hilliard called the meeting to order at 4:03 p.m.

Pam Hilliard stated welcome everyone. All right, can we go around and introduce ourselves and the positions held. We'll hand it over to you for your proposal.

Crystal Tibbals stated Perfect. Yes. TEA proposal. We made lots of copies. Here you go.

Klaire Vogt stated Oh, a big print. Thank you.

Crystal Tibbals stated all right. So just reading down the list. So number one is to reinstate the 2023-2024 master agreement for the following school year, 24-25, with the following changes: A) Movement on the salary scale for steps and lanes; some discussion about a salary increase pending completion of the session down south; some clarification on personal leave, such as what qualifies as vacation time and I have the number there, 2.3, and it's number one there; and then a request for certified employees to be able to opt into being paid out at the end of the year for unused personal leave that is set to expire beyond their maximum days at the rate of a substitute teacher; and then a conversation about maternity leave to change the wording to include personal leave days; and then a discussion about an FFA extended contract to increase the extended contract to 40 days and have the district cover the cost of 20 of them.

Pam Hilliard stated all right.

Crystal Tibbals stated so that's what we've brought.

Pam Hilliard stated okay. Klaire, do you want to go over ours?

Crystal Tibbals stated do you guys have any questions for us?

Pam Hilliard stated do you want to discuss any more of, I mean, I think we understand A and B. Do you have some suggestion on the personal leave?

Crystal Tibbals stated on the personal, yeah, we have some thoughts on that. We want to jump to that.

Klaire Vogt stated just so there's some kind of clarification, we have to leave to get it. You know, whatever.

Crystal Tibbals stated and you know, this being our first meeting, we're prepared for some discussion, but don't necessarily have documentation for everything. So, I already have one. Oh, you have one. Did everybody get one? Okay. So for the number one item one, it says here that the principal or immediate supervisor shall grant personal

leave in the amount of three days per school year at full pay. Request for personal leave are subject to administrative approval only if the days being requested would be used to extend a vacation time. And we're just seeking clarification within the agreement on what vacation time is because there isn't necessarily a definition, whether that's just like winter vacation and spring break vacation, or if that does include three day weekends for human rights day or president's day and things like that. So we're just seeking clarification on that.

Klaire Vogt stated do you want me to tell you what it is? Or add to it?

Crystal Tibbals stated sure. These are all like totally discussion.

Klaire Vogt state I wasn't sure if you're like just clarification.

Crystal Tibbals stated no, I was just stopping at the number one, like just because there isn't necessarily.

Klaire Vogt stated or if we need to put in the what that definition is.

Crystal Tibbals stated what is vacation?

Klaire Vogt stated my understanding is all of that that you said. Any basically any time that is outside of your normal work week. So the three day weekends, the spring break, winter break, well not summer break. Well, obviously that is a lot I guess though because first and last weeks don't count. Yeah, that's really it. Any long weekend or extended or long weekend. I know we use the word break a lot of times. I don't know that we ever use the word vacation.

Crystal Tibbals stated right, which is why we're like honestly we don't know what qualifies as a vacation.

Klaire Vogt stated people go on vacation.

Theresa Priebe stated may I interject? It was because we had a few years ago a teacher go on vacation the whole week. And so she had asked for additional personal leave days.

Klaire Vogt stated right, but even for I don't know 20 when Merle was here we would go through and have like if you had. You wanted to take the Friday off but Monday was closed. That would be denied typically on some occasions denied. Some not, to because it was backed up against a long weekend because that was considered vacation. Not what I was doing with the calendar itself. We don't usually call long weekends vacation so I don't know if there's another word that might help to find that but like break. We use the word break.

Pam Hilliard stated well three-day weekends usually are there because there's a holiday.

Klaire Vogt stated yeah, right.

Crystal Tibbals stated so we just felt like there was a lot of unknown wording so it might take some attention to clarify. So that's what that conversation was on. That was number one. And then number two on this list here for personal leave. It had to do with something that was discovered when we switched to the block schedule because it had to do with six class coverings. You get this is a high school thing so I don't understand it quite well but it says certified employees shall receive one additional personal leave day as compensation after accumulating six class coverages for teaching colleagues. So we're just wanting to clean up the wording because now we have different covering days wise for a number of class periods. So it would be the equivalent of one teaching day minus a prep period in class coverages. If that makes sense.

Klaire Vogt stated to understand say basically instead of well if it said well six class they're defining this is after accumulating six, you get one day.

Crystal Tibbals stated right.

Matt Bruns stated and the idea or the basis behind this would be now if you had six block coverages that would be the equivalent of two days.

Klaire Vogt stated yeah. So basically period.

Matt Bruns stated whereas in the past we used to operate on a seven period day excluding a prep and so that would have been six classes which would have been one day.

Crystal Tibbals stated so just clean up the. Just clean up to because we found a few things since we switched to the block schedule where it just didn't jive quite great and this is just one of those.

Pam Hilliard stated so you're basically suggesting to take out the word six class coverages.

Crystal Tibbals stated yes.

Pam Hilliard stated and change it to the equivalent of one teaching day.

Klaire Vogt stated in the contract doesn't it usually say working day. Can we keep it or can we look to see if it's the same. That's defined as the work day.

Crystal Tibbals stated yeah. Absolutely.

Klaire Vogt stated okay. Just to keep the language.

Crystal Tibbals stated yeah. Keep it. We don't want to run into a vacation situation.

Klaire Vogt stated I do. I do. Speak for yourself. Work day. I don't remember exactly what it's called but that word.

Crystal Tibbals stated okay. Teaching day, working day. Yeah. Totally. So that's homework. A certified employee may accumulate a maximum of five personal leave days by carrying over unused personal leave days from the previous year. Which wonderful. Any unused personal leave days accumulated beyond the maximum will be paid at a substitute rate to the employee in their July paycheck.

Klaire Vogt stated okay. Help me understand that one.

Crystal Tibbals stated okay. So there are some employees that choose not to take their personal days and they would like to have the option of then getting paid out for those days at the end of the school year at the rate of a sub because that's how much it would cost for them to take the day. So they would like to have the sub pay.

Pam Hilliard stated and this, so that would be in addition to their regular contracted rate.

Crystal Tibbals stated yes.

Klaire Vogt stated this is where I can get twisted up. Any unused personal leave days accumulated beyond the maximum, which is the maximum?

Crystal Tibbals stated it's five.

Klaire Vogt stated okay. So I know this is going to sound dumb but how do you accumulate more when you're at the max?

Crystal Tibbals stated okay. So let's say I carried over from last year and I have five personal days and I didn't use them all. But the next year I receive my next three days of personal leave but I haven't used any of them. So those three days would then expire. And so I would just effectively lose them before I got my next three again. So the request is then to, then well I didn't use them. I didn't take them. So can I get sub pay for the days that I didn't use? Is the request to discuss?

Matt Bruns stated and currently you can only carry over two.

Crystal Tibbals stated oh, sorry, two. Right.

Pam Hilliard stated so if you can only carry over two, how are you ever going to get over five?

Crystal Tibbals stated you wouldn't. But what we're saying is if you reach the end of the year and you haven't used them, you've run out of time of the five. Then you wouldn't.

Klaire Vogt stated you're saying you would lose the three that was before but really you wouldn't get the next three.

Crystal Tibbals stated you wouldn't get the next two. Or the next three. Yeah. Yes.

Klaire Vogt stated yeah. Because that can go either way. That can go both ways where you're like, you're losing three but maybe you're really not, you're saving those. You're just not getting the new ones. So then you're not past five. You'll never get past five.

Crystal Tibbals stated you'll never get past five. But the idea is then to get paid out for the two so that when you get your new ones.

Pam Hilliard stated okay. You would get paid out for the three.

Crystal Tibbals stated for the three. Then when you get your new ones.

Pam Hilliard stated because at the end of the year.

Crystal Tibbals stated you should have drawn a picture. You should have drawn a picture.

Pam Hilliard stated so at the end of the year you'd have five because you had two, you carried over and you got three. So you'd have five. And then you'd end of the year, you would lose three. And then you'd gain them three. So the idea is then if you don't use the three. You want to get paid for it. For whatever reason.

Matt Bruns stated but the maximum you could ever be paid out for would be three.

Crystal Tibbals stated three. Right. At a hundred dollars. Which is sub rate.

Klaire Vogt stated we'd probably have to mess with that wording a lot.

Crystal Tibbals stated absolutely. Three, two, three.

Klaire Vogt stated because you can look at it both ways where you're like, you have the five, you're already at max.

Crystal Tibbals stated yeah.

Klaire Vogt stated there you go. You just didn't get the next three.

Crystal Tibbals stated right.

Klaire Vogt stated and honestly I think that's been practice. I don't think you lose it. I think you don't gain it. If that makes sense.

Crystal Tibbals stated I don't know. Or it's a perception.

Pam Hilliard stated you could be just perceptual. Yeah. Either way. You could, you're losing the new year.

Klaire Vogt stated but basically if you had the five. And we can carry over to two. Okay. Thank you, Crystal. That was helpful.

Crystal Tibbals stated I'm so sorry.

Klaire Vogt stated okay.

Matt Bruns stated and part of this discussion.

Klaire Vogt stated and we'll marinate on that.

Matt Bruns stated to broaden this out a little bit.

Klaire Vogt stated yeah.

Matt Bruns stated part of this discussion is centered around the difficulty in having a fairly large substitute list. And what has happened in the past and could happen is you get close to the end of the school year. Staff members maybe haven't used their personal leave and you get down to the last few weeks of school excluding the last two weeks because you can't take them then. And all of a sudden staff members have those days that they know they're going to lose. But they don't have anybody to cover for them.

There's no substitute. And so they're not able to take those days. And so I guess broadening out the discussion from the district level, what can we do to make sure that we have a really healthy substitute list? And I know that's a hard thing to take on. But it's an important thing to think about.

Klaire Vogt stated yeah. Personal leave is a fun one.

Crystal Tibbals stated it's an interesting one.

Klaire Vogt stated because you have some that will use all of it and they'll use the first two weeks come and they're using it all right there and buying three.

Great. I mean, it's that's for them to budget. Then you have the ones that don't use it and never use it. And that's great because that's what they don't. That's what they choose to. I don't know. That's interesting.

Crystal Tibbals stated it's an interesting conversation.

Klaire Vogt stated is that a full? No, you don't have to answer that. Is that a full bargaining unit majority? You don't have to answer it.

Crystal Tibbals stated number four on the list. Number four on the list is actually just moving this section, separate section into a number four. So it just adds clarity. It kind of all ran together with the purchasing of additional days at a sub rate if you need to. It's worded exactly the same. There's no changes. It was just moved for clarification because it kind of all runs together.

Klaire Vogt stated oh, just put the point four.

Crystal Tibbals stated yeah, just that because we're it's just right here. Yeah. And it was just like, wait, what is this saying? Is it saying all the same thing? So anyway, we just moved it to four.

Klaire Vogt stated and be interesting. No, to think about after the other one, the buyout. Well, no, if you bought it out and then you needed the personal days, then there's no conflict there, right?

Crystal Tibbals stated no, because it wouldn't be payable until July.

Klaire Vogt stated true. Okay.

Crystal Tibbals stated and so the working days would already be fulfilled past that margin. So I don't think so. And then the last one here is for the maternity leave. And just to add in the wording to leave an employee is allowed to use as many accumulated sick leave days or personal leave days as they choose towards this maternity leave per FMLA. And originally it just said sick leave days.

Klaire Vogt stated wait, what was that 2.08?

Crystal Tibbals stated 2.08.

Klaire Vogt stated oh, they used to work vacation time again. Vacation. Oh, but they define it such as spring break, winter breaks and recognize holidays.

Crystal Tibbals stated oh, hey, there is a definition.

Pam Hilliard stated where is the definition?

Klaire Vogt stated under maternity leave. It's on page eight. The negotiated agreement where it says excluding vacation time such as spring break, winter breaks and recognize holidays. That might be an easy thing to fix. I have a dumb question Theresa maybe you can answer this. Wait, it might be under personal leave. Because shouldn't you be able to use personal leave already for maternity leave?

Theresa Priebe stated I think you can make personal leave for whatever you want.

Klaire Vogt stated right. I don't know why I looked it up, it's right there.

Crystal Tibbals stated I did too. So it would be redundant if you went in but it would be very clear.

Klaire Vogt stated you have to use that stuff up before you go to sick leave bank though. That's defined in there.

Crystal Tibbals stated okay, and then I wrote on the list. Anyway, and then the last thing we have is just the extended contract, for the FFA.

Alison Bohman stated do you want to go ahead and give that packet of stuff to them so they can start looking at it?

Crystal Tibbals stated sure. Would you like to talk about it?

Alison Bohman stated I can briefly. Sam's done a pretty good job of typing. All the printers are running out of toner apparently.

Klaire Vogt stated I know a person who can help with that.

Crystal Tibbals stated I just realized how many things are turned in though.

Alison Bohman stated okay, so can I have one of those Crystal? Thank you. Sorry. So the first page, he just kind of put together kind of his hours and his extended contract hours and kind of his responsibilities that come with the FFA position. And then so that's the first two pages. And then on the last one, sorry, the copy is so bad. He did put on there kind of the trends from other districts and how they're handling the extended contracts for the FFA advisor. And then he also, I think he explained this. Yes. So his extended contract will soon exceed the \$15,000 that he gets for FFA because the longer he teaches and when he got his master's, his daily rate of pay of course is increasing. So he doesn't have a lot of funding left for the whole FFA program after paying all the days out of that.

Klaire Vogt stated wo I understand. So what's his current base at?

Alison Bohman stated I think he's currently, is it at 30 that he's currently at and he's wanting, he's asking for 40 but for the district to cover 20 of those days.

Klaire Vogt stated so his extra contract would look like 40 days. But 20 days would come out of the district and then 20 days out of what?

Alison Bohman stated out of his FFA. Budget. That comes from the state.

Pam Hilliard stated do you have a suggestion or did he have a suggestion of where he would like those funds taken from?

Alison Bohman stated I don't think we got that, I didn't ask him.

Crystal Tibbals stated he did put down the dollar amount so that was nice of him to do that on the back page.

Klaire Vogt stated Theresa currently do you have off the top of your head what, how much comes out of, it's all coming out of that other fund, not general fund?

Theresa Priebe stated CTE.

Klaire Vogt stated thank you. It's all coming out of there right now? Okay, I have another question. I should know this, I'm sorry. In the CTE piece of it, what other funds are used? We use CTE. This covers his FFA, extended contract CTE one, right?

Theresa Priebe stated FFA, his FFA advisor is totally different.

Klaire Vogt stated okay, talk to me.

Theresa Priebe stated and his extended contract right now is 30 days. And that comes out of the state. CTE files.

Klaire Vogt stated okay, that's what I thought.

Crystal Tibbals stated and that's the same thing he's referring to, right?

Klaire Vogt stated yes. Okay. And then FFA, that's an advisor.

Theresa Priebe stated an extracurricular activity.

Klaire Vogt stated and that's on top of this extended. Oh, how does that work? How does that work? What do you mean? So he's got an FFA advisor contract.

Theresa Priebe stated supplemental contract.

Klaire Vogt stated that one's supplemental. And then this is extended onto his regular contract.

Theresa Priebe stated no, it's on a supplemental.

Klaire Vogt stated okay. How much is his FFA? Okay. Do you want to know this one?

Alison Bohman stated his advisor one. Well, it would be on the back of our...

Crystal Tibbals stated look on the very back of the negotiated agreement....

Alison Bohman stated yeah. So the extended contract would be for the extra days that he works. So that would be... Throughout the summer for the contest and stuff.

Klaire Vogt stated from 30 to 40.

Alison Bohman stated mm-hmm.

Crystal Tibbals stated oh, I see. And so the advisor, the other... The FFA advisor, the 4018 would be for what he does during the school year. In addition to his regular teaching stuff.

Alison Bohman stated right. It's not paying for the extra days. It's just paying...



Crystal Tibbals stated which is why there's two separate supplemental contracts. Okay. I get that. So this is for...

Klaire Vogt stated and then as extended, he wants 30 to 40 for summer, right?

Crystal Tibbals stated yes, he wants to increase it to 40.

Klaire Vogt stated okay. I had one more question. Supplies. How does that work with CTE? Because if he's running out of money for supplies and things with...

Theresa Priebe stated then his supplies come out of general fund.

Klaire Vogt stated they do now, right? Or...

Theresa Priebe stated he gets 15,000 and 9450 is salary. And then we take persi and social security out of that as well. So whatever's left over is for whatever he needs to spend it on. A lot of it's travel.

Klaire Vogt stated out of the CTE's first. Hmm.

Theresa Priebe stated and I know supplies come out of that too.

Klaire Vogt stated does he have any other part of... Is there any other lack of better word, Ag funding?

Theresa Priebe stated just in general fund.

Klaire Vogt stated but does he have a certain item, a line item that says this is... And what's that?

Theresa Priebe stated we... It's coded under 100519. That's our CTE program. So that's Stoner and Hoffman. So we have their travel, their purchased services, and their supplies broke out in general fund for each. And then we have fuel for business ed, and Ag under, I believe, school activities.

Lisa Hunter stated I'm fine.

Klaire Vogt stated I guess what I'm trying to do is get an understanding of the whole Ag picture.

Crystal Tibbals stated oh, yeah. Absolutely.

Klaire Vogt stated just adding on 10 more days. What does that look like? Where's that cost? Like you said, where's the funds coming from? Where's the extra funds. What's already there? Right. What do you mean up there? There's some more there. I don't know.

Pam Hilliard stated well, I'm not sure how he's talking about... Ag programs are given 15,000. I'm on the last page.

Theresa Priebe stated because he gets... He is basically a 1.0 in... as an Ag teacher.

Pam Hilliard stated okay.

Theresa Priebe stated so the maximum allocation is 15,000.

Pam Hilliard stated okay.

Theresa Priebe stated if Mr. Stoner was a 1.0 in the business ed, he would get 15,000.

Klaire Vogt stated from the state?

Theresa Priebe stated from the CTE program. From the CTE program.

Crystal Tibbals stated got it. Got it.

Klaire Vogt stated and wasn't he floating at a .8? Wasn't Steve? That's him.

Theresa Priebe stated yes. Yes. But they round him up to a full.

Klaire Vogt stated now they do. Okay.

Pam Hilliard stated so then what is he talking about here? 2020, 7,000. 2021, 7,100. 2020.

Theresa Priebe stated that is his extended contract for 30 days. So that was paid out in salary out of that 15,000.

Pam Hilliard stated out of 15,000. So he still has quite a bit left in that 15,000.

Theresa Priebe stated but when you take that, probably about 11,000 of that is salaries and benefits.

Pam Hilliard stated okay.

Theresa Priebe stated all the benefits.

Crystal Tibbals stated I forgot about the benefits too.

Klaire Vogt stated yeah, it never is the face value.

Crystal Tibbals stated so there really just isn't very much money left for supplies at all?

Klaire Vogt stated in that 15,000?

Crystal Tibbals stated in the 15,000.

Klaire Vogt stated I don't know if there's other supplies that...

Theresa Priebe stated he gets another, he has gotten another grant for 7,500. But since he's now a 1.0 FTE, he will get an additional, or he'll get 10,000 I believe next year for supplies.

Klaire Vogt stated and when we say grant, it's not a separate grant. It's a federal, it's a federal...

Theresa Priebe stated it's through...I'm not sure

Klaire Vogt stated application is really what it is. It's not like a theater grant or something like that.

Speaker 5: Right. It's an application process.

Klaire Vogt stated it's like our Title I. Not like special ed, they just call it a grant

Crystal Tibbals stated oh, so now that it's, but it's like continuing. It's not something that could go by.

Theresa Priebe stated I don't know. I don't know on that part.

Crystal Tibbals stated oh, okay. That's a question. .

Theresa Priebe stated I think it... I want to say QPS or IQPS monies.

Klaire Vogt stated that's the thing he just went through this year, that application. So that is State funding.

Crystal Tibbals stated so we need to find out about that. But we can also invite him to come. Yes. And speak to it in the future. If we'd like to do that as well.

Klaire Vogt state well, in the meantime too, I'll get all the whole thing.

Pam Hilliard stated yeah if that's all the revenue that he's got to work with.

Klaire Vogt stated and then where we look to see if, I mean, is it in the best interest to add 10 more days on what would the final cost be for 10 more days?

Crystal Tibbals stated he said for 20 of them, this is around \$6,000 cost for the district right now. And a maximum of \$8,000 if he were to move over and up on the pay scale all the way.

Klaire Vogt stated yeah. And all of that comes out of our allocations. Mm-hmm. That same pot. Right. Make sure that everybody's on that. We're not trying to hide anything in that like...

Pam Hilliard stated that's why I say any increased anything has to come from somewhere. Whether it's from new allocation money or from some other program.

Klaire Vogt stated okay FFA, we're going to go look at you.

Pam Hilliard stated so, you're going to try to get them.

Klaire Vogt stated yeah, so I'll grab all that stuff. We'll get that. Okay. In the meantime, I might shoot, try to email. There's some other questions.

Crystal Tibbals stated oh, for sure. Yeah. And we'll talk to Sam about stuff and we'll let him know what our next meeting is and hopefully he can come in.

29:12 Klaire Vogt stated and I'll sample through your guys to talk to Sam. I mean, I can include him. I just want to make sure you guys are in that discussion. I don't want to side-conversate with them. I want to make sure that we understand. We're all understanding the exact same thing.

Crystal Tibbals stated yep. Okay.

Klaire Vogt stated any more questions on that one?

Pam Hilliard stated I don't think so. Yeah. Did you have anything? Okay. Theresa, you're good. Okay. Klaire do you want to...

Klaire Vogt stated oh, yeah.

Pam Hilliard stated present the district proposal.

Klaire Vogt stated all right. District proposals. Do you have the copies?

Pam Hilliard stated do I have copies.

Klaire Vogt stated Theresa. Okay. I have copies. What am I supposed to do?

Theresa Priebe stated I don't, don't have all the copies.

Klaire Vogt stated you know what? I want to just give this one. I'll just look off with you.

Crystal Tibbals stated okay. Until you get copies.

Klaire Vogt stated I told her that I would go over this. Okay. First one is just under the procedural agreement that under four.

Crystal Tibbals stated yes, please.

Klaire Vogt stated switch it from March to April.

Crystal Tibbals stated that's... Oh, well, thank you. March is a toughie.

Klaire Vogt stated it is. And you know what? Right in that same agreement, it says where you have to submit complete written proposals. There's no way. You can't say.

Crystal Tibbals stated you can't say.

Klaire Vogt stated this is what...

Crystal Tibbals stated and we've gotten around it by saying, let's have a discussion when it's over.

Klaire Vogt stated right. And so now we would still be following that the same quote unquote rules, but have some information to work with. And I mean, and if it comes down to where we're still in the same predicament, at least we would have something a little more substantial by April. If you all are okay with that. You don't have to agree to it right now. Just that was the...

Pam Hilliard stated any questions on that?

Crystal Tibbals stated no. In fact, it's always so hard to even because typically within our agreement, it states by the second week of March and typically that's our parent-teacher conference. So like there is truly no availability for us other than Monday of that week when we're trying to prepare for that. So I love this change.

Klaire Vogt stated I did keep the first and third just in case spring breaks in there. Not cool. I'll just put that in the notes.

Crystal Tibbals stated for the third week of March. April.

Klaire Vogt stated but then all that other stuff with the... I'm called the Valentine. They invite... What is the word I'm looking for?

Crystal Tibbals state the request.

Klaire Vogt stated thank you.

Crystal Tibbals stated request to negotiate.

Klaire Vogt stated that'll still be in February.

Crystal Tibbals stated yeah. That'll all stay the same.

Klaire Vogt stated yeah, just that one. Okay. Then the second one, working conditions under 7.0. So certificate employees shall be contracted for 179. Go from 178 to 179. And then I hope my math's right on the hours. Basically the rationale is we've been approached a few times is that we need more time in the beginning of the year to get ready, to get classrooms ready. And we know that there are some teachers that come in, they would come in all summer if they could and work on bulletin boards all that time.

Crystal Tibbals stated let's not encourage that.

Klaire Vogt stated as a matter of fact, I usually don't. I'm like, we're closed. Go have a break.

Crystal Tibbals stated you're like, new floors now.

Klaire Vogt stated yeah, the floor's being waxed. Yeah, go stay, stay. But then there's also the ones that come in that first day and they have it set. You know, like they're done. But then there's the ones that need just a little more time. And with mandates and meetings, you run into... You do... It's still the responsibility of the teachers to get it ready. And we've had classified come in to help as much as we can. So that they're not... Because they used to have to come in on their first day of school. But, yeah, not cool. When we were approached by that, we're like, well, we can check. The rationale behind this, or where this came from, is when we were in the financial emergency years ago, don't ask me what year it was, you guys would probably remember. And we had to do a 5% hold back. Our contract was at about 180 something. It was right around there. And we said, if you're going to hold back the money, then we want the time back. So we wanted to chop it down to the bare minimum that we could get done, get all this stuff done, and make sure that we weren't impacting any graduation in the minutes. And we did. We got rid of a lot of fluff. There was a lot of extra fluff. But with that being said, time is money. So if we want to add the time back in, we need to put the money back into it. But that still comes out of the same pot.

Crystal Tibbals state so this conversation totally needs to be part of the pay, raise amount, and all the other amounts. We need to wait until we have that information to figure out what we can actually make happen.

Klaire Vogt stated but if we can make it so that it's doable to have another day great, I don't know that that would be 100% of the bargaining unit opinion. Because we do have some that would be new summer. Not looking at

you, Allison. But then you have the other ones that just, I mean, meetings and orientation and things like that. And then they throw in some new codes and new professional development. You're out of time.

Crystal Tibbals stated or a whole new student data system.

Klaire Vogt stated well, that's fine.

Alison Bohman stated and so would there be one, I don't know what we could do with wording, you know, this even is a possibility, but to make sure that that extra day was protected so it's, it cannot like have meetings or something that that would be a classroom. Class prep. Classroom prep time.

Klaire Vogt stated yeah. Okay. I don't know how you define that way.

Alison Bohman stated I know I don't know how you would.

Klaire Vogt stated so it's come back. You have your two working days that are all the, you run the gauntlet, you do, you go over IEPs, you go over 504s, you go over your class lists.

Crystal Tibbals stated and the insurance bills. You lay people's and the stuff and the things and the, yeah.

Klaire Vogt stated and so great. But at the same time it comes out of, the overall cost is what we've looked up is about the same as your FFA. Okay. Extended contract one more. So, so the, it's roughly 10,000.

Crystal Tibbals stated roughly 10,000. Okay.

Klaire Vogt stated I just want to make sure that it's transparent that it's, there's no extra pocket out there, but time is money. If we might, if we can get the time back in, great.

Crystal Tibbals stated well, there's been a history of asking us to add more days to the contract and usually like, sure, we'd love to discuss the possibility of adding another day. And then we're like, but we'd like to be paid for that day. And that's usually when the conversation stops. So that's usually where we stop. So,

Klaire Vogt stated and I did, I was full straight up with them saying I was part of that conversation. I was,

Pam Hilliard stated back on the day.

Matt Bruns stated so, so I guess just a little bit of clarification on this. What, what is your vision as far as where that day would occur? Where would that fit within the calendar? I mean,

Klaire Vogt stated the very first day of school, so when we come back, you know, you have the two days, add one day.

Crystal Tibbals stated so typically we come back Monday. So that means we would be coming back the Friday before.

Klaire Vogt stated sure.

Matt Bruns stated is that what we're saying?

Klaire Vogt stated I don't remember the calendar. That's why I'm like

Crystal Tibbals stated that's what it has been for the last forever. Yeah. Forever is not an official thing.

Pam Hilliard stated the last time it was in there, you were coming back the, the week before.

Crystal Tibbals stated I don't remember coming back a long time. Yeah. Sorry. I don't

Klaire Vogt stated you know I need help with that wording.

Crystal Tibbals stated well, we'll do that together. That's fine.

Klaire Vogt stated that's good.

Crystal Tibbals stated I don't think I have any other questions.

Pam Hilliard stated any other questions? All right. Um, do we want to agree? Is there anything that you want to agree on now? Or are we?

Klaire Vogt stated I bet there's one.

Crystal Tibbals stated I feel comfortable agreeing to your first procedural agreement amendment to changing March to April. Because as much as it's wonderful to be done, it's nice to be able to move forward. And we'll start, rather than start and then wait. Okay. So I feel comfortable.

Pam Hilliard stated you want to initial it?

Crystal Tibbals stated your official one?

Pam Hilliard stated yeah.

Matt Bruns stated the other piece of that now is not having a March option for running a Levy either.

Theresa Priebe stated right.

Crystal Tibbals stated yeah. Oh yeah.

Klaire Vogt stated and it looks like they're going to get rid of August.

Crystal Tibbals stated does it.

Klaire Vogt stated yeah.

Crystal Tibbals stated that's in pencil, but I think it'll work.

Klaire Vogt stated we'll know Thursday.

Crystal Tibbals stated it's crazy.

Klaire Vogt stated supposedly. J-FAC will be making their decisions on some of it, but we'll see.

Crystal Tibbals stated I don't know. I told you I've kind of stopped listening. For now I've had to like filter out that.

Klaire Vogt stated yeah. So. I hope that we do, to be honest.

Pam Hilliard stated I won't need a copy or a blank copy of some thing to put back in here, but. Okay.

Klaire Vogt stated so we need some more copies that are sitting out on my desk at the district office. Oh, they're in my board packet. They might be there.

Pam Hilliard stated all right. Can we look at the next meeting then?

Crystal Tibbals stated please.

Pam Hilliard stated and when did we think the legislature will be done?

Crystal Tibbals stated that is a very good question.

Klaire Vogt stated the road show, legislative road show is the first of April.

Theresa Priebe stated April 16th.

Crystal Tibbals stated April 16th. That's a Tuesday.

Klaire Vogt stated I did encourage Crystal to sign up for it.

Pam Hilliard stated I am going to the one in Coeur d'Alene.

Klaire Vogt stated and I'll go to the one here in Lewiston.

Crystal Tibbals stated I still need to get on a register for it. It says post-legislative. It's just a Tuesday. That's one of my ISAT days. It's alright. It's alright.

Klaire Vogt state I mean, if you don't want to go, if something else does, that's fine.

Crystal Tibbals stated well, the reality is we're doing ELA first and Alison will be in there for that.

Klaire Vogt stated I mean, the big thing that they do at that, at that meeting is they go over all of the new bills that have passed and they say, what is bill? What's the intent? And what is the fallout of it? Roll out. And then it's a lot of information in a short amount of time, but at least all the state department people are there giving the exact same message. So it's this is what you have. This is what you do with it. This is what you have.

Crystal Tibbals stated so I will plan to register for that and we can go down together. We'll carpool. That'll be funny. Yeah.

Pam Hilliard stated do we want to look at the next week then for a meeting. So the week of the 20th.

Next meeting date is scheduled for April 25, 2024 at 4:00 p.m.



Pam Hilliard stated any questions or any comments?

Crystal Tibbals stated I don't think so.

Pam Hilliard stated all right. We'll adjourn the meeting.

Crystal Tibbals stated thank you.

Meeting adjourned at 4:45 p.m.

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District Negotiator

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TEA Negotiator