

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. 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