

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