

TROY SCHOOL DISTRICT #287  
BOARD OF TRUSTEES REGULAR MEETING  
Monday, June 13, 2022 – 7:00 p.m.  
Troy High School Library

1. Call to Order
  - a. Attendance
  - b. Adopt Agenda
2. Public Hearing: Proposed FY2022-23 Budget: 7:00 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. Approve Budget for School Year 2022-23
  - b. Hire Contracted Teachers 2022-23
  - c. Approve Supplemental Contracts
  - d. Consider August and November 2022 Supplemental Levy Elections
  - e. Approve Hiring of Certificated Staff Position
  - f. Approve Alternate Authorization
  - g. Approve Certificated Teacher Resignation
  - h. Approve Date for July Board Meeting
  - i. Approve Head Boys' Basketball Coach
7. Policy Items (Action Item)
  - a. Second Reading – Approve Revised Policy 5715 Personnel: Athletic Minimum Participation
  - b. Second Reading – Approve New Policy 8320 Non-Instructional Operations: Fire Drills & Evacuation Plans
  - c. Second Reading – Approve Revised Policy 8520 Non-Instructional Operations: Inspection of School Facilities
  - d. Second Reading – Approve Revised Policy 8605 Non-Instructional Operations: Retention of District Records
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.***

***Goals:***

- 1. TSD will establish and maintain a positive relationship and communication among all stakeholders***
- 2. TSD will provide the resources to inspire all students to become lifetime learners.***
- 3. TSD will adopt & maintain a systematic approach and resource to promote excellence in all fields***

**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES REGULAR MEETING  
JUNE 13, 2022 7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 7:01 p.m.
  - A. Members Present:** Wendy Fredrickson, Pam Hilliard, Lisa Hunter, Dan Moyer
  - Administrators Present:** Supt. Brad Malm; Klaire Vogt, Principal; Theresa Priebe, Clerk
  - B. Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Budget Hearing:** Supt. Brad Malm reported that since the May meeting, increases in the FY22-23 Budget included the following: District insurance with Moreton & Company increased over the previous year by 5% or \$2,164; utilities were increased by \$8,180 or 12%; Custodial supplies were increased by \$2000 for each school; and fuel for buses was increased from \$15,000 to \$25,000 or 67%. Also reported was the Technology section increased from \$107,822 to \$143,707 due to supplies identified by the Tech Committee such as TES Chromebooks, THS Laptops, THS teacher computers, Laptop carts, Promethean Board and a permanent projector for the Gym for graduation.
3. **Public Comments:** ISBA Thank you card was passed around to the members thanking the District for its commitment.
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Meeting minutes from May 9, 2022; Bill payments totaling \$379,124.82.
5. **Information Items:** Budget reports included: May 2022 District Financial Report; Ramsdale Scholarship Northwestern Mutual Report; ASB financials; Medical Insurance Pool Report. Enrollment 297. Superintendent's report included: Continuous Improvement Plan; 2022 Unofficial ISAT Results review with the Board; ISBA Annual Convention November 9-11 at the Coeur d'Alene Resort; met with Jake Blazzard to go over summer maintenance projects for student-occupied buildings and summer maintenance projects through the General Fund; Kindergarten enrollment for next fall is leaning towards 30 students. Board Chair Pam Hilliard stated that she would like to take this time to thank Mr. Malm for his 36 years of service in leadership and commitment with the District. Two parting gifts were given to Mr. Malm. Cookies were served.
6. **Action Items:**
  - A. Approve Budget for School Year 2022-23:** Wendy Fredrickson moved to approve the proposed 2022-2023 Fiscal Year budget as presented. Daniel Moyer seconded. All voted aye. Motion carried.
  - B. Hire Contracted Teachers 2022-23:** Wendy Fredrickson moved to hire the Renewable contracts, and Category 2 and Category 3 certified personnel contracts as listed. Lisa Hunter seconded. All voted aye. Motion carried.
  - C. Approve Supplemental Contracts:** Lisa Hunter moved to approve the 2022-23 Supplemental Contracts for Ashley Bull for 7 days and Sam Hoffman for 30 days and to be paid from the following accounts: General Fund (Ms. Bull) and Career Technical Education (CTE) fund (Mr. Hoffman). Wendy Fredrickson seconded. All voted aye. Motion carried.
  - D. Consider August and November 2022 Supplemental Levy Elections:** Daniel Moyer moved to not consider scheduling supplemental levy elections for August or November of 2022. Lisa Hunter seconded. All voted aye. Motion carried.
  - E. Approve Hiring of Certificated Staff Position:** Daniel Moyer moved to approve the committee's recommendation of Robert Wilson for the secondary Social Studies/History position for the upcoming school year 2022-23. Lisa Hunter seconded. All voted aye. Motion carried.
  - F. Approve Alternate Authorization:** Wendy Fredrickson moved to approve the Alternate Authorization for Robert Wilson for the 2022-23 school year. Daniel Moyer seconded. All voted aye. Motion carried.
  - G. Approve Certificated Teacher Resignation:** Lisa Hunter moved to approve the resignation of Ms. Maddalynn Starks. Daniel Moyer seconded. All voted aye. Motion carried.
  - H. Approve Date for July Board Meeting:** Wendy Fredrickson moved to approve changing the Troy School District July Board meeting from Monday, July 11, 2022 to Monday evening July 18, 2022 at 7:00 p.m. Lisa Hunter seconded. All voted aye. Motion carried.
  - I. Approve Head Boys' Basketball Coach:** Wendy Fredrickson moved to approve hiring Trey Thatcher for the 2022-23 Head Boys' Basketball coaching position. Lisa Hunter seconded. All voted aye. Motion carried.
7. **Policy Items (Action Items):**
  - A. Second Reading/Approval— Revised Policy 5715 Personnel: Athletic Minimum Participation** – Lisa Hunter moved to approve the revised Policy 5715 Athletic Minimum Participation. Wendy Fredrickson seconded. All vote aye. Motion carried.

- B. Second Reading/Approval— New Policy 8320 Non-Instructional Operations: Fire Drills & Evacuation Plans** – Daniel Moyer moved to recommend approving new Policy 8320 Non-Instructional Operations Fire Drills and Evacuation Plans. Lisa Hunter seconded. All voted aye. Motion carried.
- C. Second Reading/Approval— Revised Policy 8520 Non-Instructional Operations: Inspection of School Facilities** – Lisa Hunter moved to approve revised Policy 8520 Inspection of School Facilities. Daniel Moyer seconded. All voted aye. Motion carried.
- D. Second Reading/Approval— Revised Policy 8605 Non-Instructional Operations: Retention of Records** – Daniel Moyer moved to approve revised Policy 8605 Non-Instructional Operations Retention of District Records. Lisa Hunter seconded. All voted aye. Motion carried.
- 8. Board Member Input for Future Agenda Items:** After School Program
- 9. Adjourn:** By unanimous consent, meeting was adjourned. Meeting adjourned at 8:00 p.m.

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Pam Hilliard, Board Chair

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Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287  
BOARD OF TRUSTEES REGULAR MEETING  
Monday, May 9, 2022 – 7:00 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 Kelly Scholarship Recipients
  - b. Ratify Negotiated Agreement
  - c. Approve Head Girls' Basketball Coach
  - d. Approve Hire Extra Curricular Assignments (Including Head and Assistant Coaches)
  - e. Approve Hiring of Certificated Staff Position
  - f. Approve Alternate Authorization
7. Policy Items (Action Item)
  - a. Second Reading – Approve New Policy 2460 Instruction: Extended Learning Opportunities
  - b. Second Reading – Approve Revised Policy 2500 Instruction: Library Materials
  - c. Second Reading – Approve New Policy 2530 Instruction: Learning Materials Review
  - d. Second Reading – Approve Revised Procedure 3570P Students: Student Record
8. Policy Items
  - a. First Reading – Revised Policy 5715 Personnel: Athletic Minimum Participation
  - b. First Reading – New Policy 8320 Non-Instructional Operations: Fire Drills & Evacuation Plans
  - c. First Reading – Revised Policy 8520 Non-Instructional Operations: Inspection of School Facilities
  - d. First Reading – Revised Policy 8605 Non-Instructional Operations: Retention of District Records
9. Board Member Input for Future Agenda Items
10. 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.***

***Goals:***

- 1. TSD will establish and maintain a positive relationship and communication among all stakeholders***
- 2. TSD will provide the resources to inspire all students to become lifetime learners.***
- 3. TSD will adopt & maintain a systematic approach and resource to promote excellence in all fields***

**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES REGULAR MEETING  
MAY 9, 2022 7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 7:01 p.m.
  - A. **Members Present:** Wendy Fredrickson, Kyle Osborn, Pam Hilliard, Lisa Hunter, Dan Moyer
  - Administrators Present:** Supt. Brad Malm; Klaire Vogt, Principal; Theresa Priebe, Clerk
  - B. **Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Presentation:** Mrs. Stoner's All State choir performed three songs.
3. **Public Comments:** Senator David Nelson provided an update on the past legislative session relating to education. Senator Nelson sat on the Education Committee. He provided an update on the Rural Educator Program, the Career Ladder to include placement of out-of-state teachers, and he is focused on facilities.
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Meeting minutes from April 11, 2022; Bill payments totaling \$488,266.73; Resignations from Kelly Carlstrom, Boys' Basketball Coach; Aaron Dail, Girls' Basketball Coach; Charlotte Brewer and Laurel Eby, Title I-A aides.
5. **Information Items:** Budget reports included: Review FY22-23 Draft General Fund budget; April 2022 District Financial Report; Ramsdale Scholarship Northwestern Mutual Report; Kelly Scholarship Fund Northwestern Mutual Report; ASB financials; Medical Insurance Pool Report. Enrollment 296. Principals' reports. Superintendent's report included: 2022 preliminary ISAT results; ISBA Leadership Institute May 25 in Lewiston; Provided list of summer maintenance projects for the student-occupied buildings and the general fund maintenance projects as recommended by the Facilities/Building Committee; Graduation and rehearsal May 27, 2022; ISBA Convention slated for November 9-11 in Coeur d'Alene; and updated the Board on the Ramsdale meeting held May 6, 2022. No Board Chair comments this month.
6. **Action Items:**
  - A. **Approve Kelly Scholarship Recipients:** Kyle Osborn moved to approve the Kelly Scholarship award amount of \$1,544.84 each for the following recipients: Katherine Doumit, Jordyne Fredrickson, Sarah Fry, and Isaac Stoner. Lisa Hunter seconded. All voted aye. Motion carried. Wendy Fredrickson abstained from voting.
  - B. **Ratify Negotiated Agreement:** Wendy Fredrickson moved to ratify the Negotiated Agreement for the 2022-23 School Year. Daniel Moyer seconded. All voted aye. Motion carried. Items agreed to include reinstating the 2021-22 Master Agreement, Amend Section 7.03 to state the school day shall be no more than 6 hours and 15 minutes of assigned classroom time and 8 hour of work per day; Payment of \$1000 continues after the State allocation expires for National Board of Professional Teacher Standards Certification; Movement on the salary schedule—steps and lanes; Salary increase of 4% on the District's base salary; and Longevity pay after 20 years of service. Kyle Osborn abstained from voting.
  - C. **Approve Hire of Head Girls' Basketball Coach:** Wendy Fredrickson moved to approve Guy Wells as the 2022-23 Head Girls' Basketball coach. Daniel Moyer seconded. All voted aye. Motion carried.
  - D. **Hire Extra-Curricular Assignments (Including Head and Assistant Coaches):** Wendy Fredrickson moved to approve the hiring of extra-curricular assignments for the 2022-23 school year as listed. Kyle Osborn seconded. All voted aye. Motion carried.
  - E. **Approve Hiring of Certificated Staff Position:** Wendy Fredrickson moved to Table Action Item 6.E until next meeting. Lisa Hunter seconded. All voted aye. Motion carried.
  - F. **Approve Alternate Authorization:** Wendy Fredrickson moved to Table Action Item 6.F until next meeting. Lisa Hunter seconded. All voted aye. Motion carried.
7. **Policy Items (Action Items):**
  - A. **Second Reading/Approval— New Policy 2460 Instruction: Extended Learning Opportunities** Kyle Osborn moved to approve new Policy 2460 Extended Learning Opportunities. Daniel Moyer seconded. All voted aye. Motion carried.
  - B. **Second Reading/Approval— Revised Policy 2500 Instruction: Library Materials:** Daniel Moyer moved to approve revised Policy 2500 Library Materials. Lisa Hunter seconded. All voted aye. Motion carried.
  - C. **Second Reading/Approval— New Policy 2530 Instruction: Learning Materials Review** Daniel Moyer moved to approve new Policy 2530 Learning Materials Review. Lisa Hunter seconded. All voted aye. Motion carried.
  - D. **Second Reading/Approval— Revised Procedure 3570P Students: Student Records:** Kyle Osborn moved to approve revised Procedure 3570P Student Record. Lisa Hunter seconded. All voted aye. Motion carried.

8. **Policy Items**
  - A. **First Reading: Revised Policy 5715 Personnel: Athletic Minimum Participation**
  - B. **First Reading: New Policy 8320 Non-Instructional Operations: Fire Drills & Evacuation Plans**
  - C. **First Reading: Revised Policy 8520 Non-Instructional Operations: Inspection of School Facilities**
  - D. **First Reading: Revised Policy 8605 Non-Instructional Operations: Retention of Records**
9. **Board Member Input for Future Agenda Items:** None
10. **Adjourn:** By unanimous consent, meeting was adjourned. Meeting adjourned at 8:40 p.m.

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Pam Hilliard, Board Chair

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Theresa Priebe, Clerk

# **NOTICE OF BOARD TRAINING**

## **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 for a Board Training Workshop to be held at 4:00 p.m. at the Troy High School Library, 101 Trojan Drive, Troy, ID on Wednesday, April 27, 2022. The purpose of this meeting is as follows:**

### **1. Board Training Workshop – No Action will be Taken**

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

**Dated this 25<sup>th</sup> day of April 2022  
Theresa Priebe  
Clerk, Board of Trustees**

# **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, April 14, 2022. The purpose of this meeting is as follows:**

- 1. Negotiations**

**Dated this 12<sup>th</sup> day of April 2022  
Theresa Priebe  
Clerk, Board of Trustees**



NEGOTIATIONS MINUTES  
APRIL 14, 2022  
TROY ELEMENTARY SCHOOL

District Members: Pam Hilliard, Negotiator; Brad Malm, Superintendent; Klaire Vogt, Theresa Priebe, Clerk

TEA Members: Alison Bohman, Negotiator; Crystal Tibbals

The meeting began at 4:00 p.m.

Pam Hilliard stated alright. I think first of all we need to sign minutes. Do you have any questions?

Alison Bohman stated no, I don't.

Minutes from the April 7<sup>th</sup> meeting were signed by both parties.

Pam Hilliard stated alright, let's get started. Thank you for joining us again, of course we're here. Hopefully you had a chance to share what we talked about with your people so that you know what they're interested in. What I wanted to do first is kinda go through where we are. Make sure we all are on the same page of where we are. Theresa (Priebe) put together a form that maybe we can just initial so we know where we are.

Alison Bohman stated yes. Perfect.

Pam Hilliard stated so, I'm going to go through everything first and then we can go through the individual ones. So, the District proposal that we gave out on March 17<sup>th</sup> was setting the school day to the 6 hours 15 minutes instead of 6 hours 6 minutes. I believe we agreed on that.

Alison Bohman stated yes. We did.

Pam Hilliard stated okay. Continuing the \$1000 payment for the National Board of Professional Teacher Standards certificate, we agreed on that.

Alison Bohman stated yes we did.

Pam Hilliard stated establishing longevity pay, a new benefit for the staff. We offered payments in intervals of 20-24 years, 25-29 years and 30 years and above. Thought we had an agreement but we didn't. We had a proposal from you folks to change the dates. We came back and said we weren't interested in that, so that we haven't agreed on yet.

Alison Bohman stated no.

Pam Hilliard stated then the proposal from the TEA for reinstating the 2021-22 Master Agreement with changes. We got that on April 7, 2022. Movement on the salary schedule, steps and lanes. We agreed to that.

Alison Bohman stated yes.

Pam Hilliard state salary increase of initially 6% on the base. You came back to 4.5% last time. We haven't agreed to that. So anyway, we can talk more. Insurance. You had asked for coverage for families. We declined that. A couple of things we talked about, we don't receive additional funds for the District moving to the State plan unless we actually move to the plan and we choose not to do that for this current year that's coming up. There is additional funding that comes annually to help cover expenses for the additional cost of district employee medical plan, but that's going to be used up in the current plan so it's not additional money we have that's free to go to something else. It has to go to insurance. And you had suggested ESSER funds. We don't want to use one-time funds for an ongoing obligation such as the medical plan. One thing we talked about last time was something that we were looking at doing. A different change, and I think we can talk about that now. We're looking at paying for the full medical policy for the employees—all the employees in the district. We have some that are part-time having to pay part of their medical now. But we will pay for 100% of the employee insurance, so that's our additional change that we're going to add on. So, I think we have several terms agreed to. If you want to initial those that we both agreed to and then I will too so that we at least have them taken care of.

Alison Bohman reviewed the form handed to her from Pam Hilliard and stated do you care which side.

Pam Hilliard stated no. Pick a side.

The form was initialed by both parties.

Pam Hilliard stated okay. So then, with those decided on, what we would come back with is that we gave you a description of the salary matrix last time. That was an added step and the 3% base, again trying to up that salary to get a little bit more in line maybe with some other districts in the area. So, we would say that we would go with that and offer the 3.5% on the base. And, then also continue with the longevity proposal that we initially proposed. So it would still have the years that we proposed.

Alison Bohman stated so, at this point, I'm not going to agree to a 3.5%. I feel like we came in very fairly, meeting in the middle at a 4.5. You know, we proposed a 6%, you countered with a 3. We met in the middle with a 4.5. We feel like that's a fair compromise there. And, we would like to propose a counter offer again on the longevity pay. Our first counter had been 15 years, or starting at 15 years. Looking at this salary schedule, it ends at 17 years, so our counter on the longevity pay would be started at 18 years.

Pam Hilliard stated and so 18 to 23.

Crystal Tibbals stated 22 or 23.

Alison Bohman stated 23, yeah whatever that

Pam Hilliard stated whatever the break was. Yeah, it was set at five before.

Alison Bohman stated yeah.

Crystal Tibbals stated it was the same—five years.

Pam Hilliard stated five. Yes, 24-28, 29 plus. And, 4.5% on the steps, the additional step.

Alison Bohman stated yes. At this point we're willing to let the insurance, the additional coverage, go. Let that go off the proposal.

Pam Hilliard stated okay, I think we probably need to discuss.

Teams caucused at 4:07 p.m.

Teams back at the table at 4:17 p.m.

Pam Hilliard stated okay. We discussed it and we would be willing to go with the 4.5% on the base with that added step and whatever that is additional and that we would then take the longevity off the table this year and maybe look at it another year since we really can't come to a consensus on it that we would plan to go for that. Also, wanted to clarify what I said about paying for medical insurance for the staff. It would be staff who are eligible for benefits. We evidently have some staff who are not eligible so we wouldn't be paying for medical insurance on them, but we would pay for all eligible employees for medical insurances and pay for their full insurance.

Brad Malm stated those who are .5 or more.

Alison Bohman stated do you want to go talk.

Crystal Tibbals stated sure.

Teams caucused at 4:18 p.m.

Teams returned to the table at 4:21 p.m.

Alison Bohman stated so we were able to talk about it and we will counter one more time. We're willing to go down to a 4% but keep the longevity, but we're willing to keep it at 20 years. Starting at 20 years.

Teams caucused at 4:22 p.m.

Teams returned to the table at 4:38 p.m.

Pam Hilliard stated we discussed it and we'll go with your proposal.

Alison Bohman stated okay.

Pam Hilliard stated the 4% with the added step—on the base with the added step and our originally proposed longevity component.

Alison Bohman stated okay. Sounds good.

Pam Hilliard stated okay. I'm going to change this to the 4% (see form); this one was removed (TEA proposal on insurance).

Both Alison Bohman and Crystal Tibbals stated thank you.

Meeting ended at 4:40 p.m.

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Pam Hilliard, Negotiator

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Alison Bohman, Negotiator

NEGOTIATIONS  
PROPOSALS AGREED UPON TO DATE  
2022-2023

**TEA Proposal**

ph Reinstated the 2021-2022 Master Agreement for 2022-2023

ph Movement of the Salary Schedule (Steps and Lanes)

ph Salary Increase – <sup>4%</sup>6% on the base

ph Insurance – 30% additional coverage for dependents & family  
(removed)

AB  
AB  
AB  
AB

**Troy School District Proposal**

ph Amend Section 7.03 of the negotiated agreement: *"The school day shall be no more than 6 hours and 15 minutes of assigned classroom time and 8 hours of work per day".*

AB

ph Establish a Longevity Pay Component within the Salary Schedule

Longevity: 20-24 years Add \$1,500 to salary (Must have minimum Of 10 years in Troy School District)

25-29 years Add \$1,500 to salary (Must have minimum Of 10 years in Troy School District)

30+ years Add \$1,500 to salary (Must have minimum Of 10 years in Troy School District)

1. Credit must comply with current Idaho Code as interpreted by the Idaho Department of Education
2. For all employees hired after July 1, 2022, the 10 years requirement for longevity in Troy School District Must be consecutive years and will be determined by the last date of hire with Troy School District.
3. Longevity will be interpreted as follows:
  - a. Employees beginning their 20<sup>th</sup>-24<sup>th</sup> year of total service in 2022-2023 with at least 10 consecutive years of service with the Troy School District, as determined by their latest date of hire, will receive \$1,500 additional annual salary.
  - b. Employees beginning their 25<sup>th</sup>-29<sup>th</sup> year of total service in 2022-2023 with at least 10 consecutive years of service with the Troy School District, as determined by their latest date of hire, will receive \$3,000 additional annual salary.
  - c. Employees beginning their 30<sup>th</sup>-34<sup>th</sup> year of total service in 2022-2023 with at least 10 consecutive years of service with the Troy School District, as determined by their latest date of hire, will receive \$4,500 additional annual salary

AB

ph National Board of Professional Teacher Standards Certificate:  
Payment of \$1,000 continues annually after State allocation expires

AB

TROY SCHOOL DISTRICT #287  
BOARD OF TRUSTEES REGULAR MEETING  
Monday, April 11, 2022 – 7:00 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 Fiscal Year 2022-23 Budget Hearing
  - b. Approve Alternate Authorizations
  - c. Approve BPA Out of State Travel
  - d. Approve FFA Out of State Travel
7. Policy Items (Action Item)
  - a. Second Reading – Approve Revised Policy 3440 Students: Student Fees, Fines, and Charges/Return of Property
  - b. Second Reading – Approve Revised Policy 3530 Students: Suicide
  - c. Second Reading – Approve New Policy 7710 Financial Management: Bond Continuing Disclosure and Certification Requirements
  - d. Second Reading – Approve Revised Policy 1600 Board of Trustees: Code of Ethics
  - e. Second Reading – Approve Revised Policy 1610 Board of Trustees: Conflict of Interest
8. Policy Items
  - a. First Reading – New Policy 2460 Instruction: Extended Learning Opportunities
  - b. First Reading – Revised Policy 2500 Instruction: Library Materials
  - c. First Reading – New Policy 2530 Instruction: Learning Materials Review
  - d. First Reading – Revised Procedure 3570P Students: Student Record
9. Executive Session I.C. 74-206(J)-Negotiations
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.***

**Goals:**

- 1. TSD will establish and maintain a positive relationship and communication among all stakeholders***
- 2. TSD will provide the resources to inspire all students to become lifetime learners.***
- 3. TSD will adopt & maintain a systematic approach and resource to promote excellence in all fields***

**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES REGULAR MEETING  
APRIL 11, 2022 7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 7:00 p.m.
  - A. Members Present:** Wendy Fredrickson, Kyle Osborn, Pam Hilliard, Lisa Hunter  
**Administrators Present:** Supt. Brad Malm; Klaire Vogt, Principal; Theresa Priebe, Clerk
  - B. Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Presentation:** Mrs. Sullins and Mrs. Sandquist presented poetry that was written by some of the 3<sup>rd</sup> and 4<sup>th</sup> grade students. Students are learning different types of poetry. Mrs. Vogt stated that the goals were writing this school year.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Meeting minutes from March 14, 2022; Bill payments totaling \$310,574.53; 22-23 THS Handbook and 22-23 TES Handbook; and disposal list for printers, monitors, chromebooks, laptops.
5. **Information Items:** Budget reports included: March 2022 District Financial Report; ASB financials; Medical Insurance Pool Report. Enrollment 294. Principals' reports. Superintendent's report included: Update on legislation; Reminded Board of the ISBA Leadership Institute May 25 and Post Legislative Tour on April 20<sup>th</sup> and Board Training April 27<sup>th</sup>. The new bus should be delivered at the end of this week or next week. No Board Chair comments this month.
6. **Action Items:**
  - A. Approve Date for Fiscal Year 2022-23 Budget Hearing:** Wendy Fredrickson moved to set the Fiscal Year 2022-23 budget hearing for June 13, 2022 at 7:00 p.m. at the THS Library. Kyle Osborn seconded. All voted aye. Motion carried.
  - B. Approve Alternate Authorizations:** Kyle Osborn moved to approve the Alternate Authorization applications for Klaire Vogt, Zachary Spence, and Lisa Hazeltine for the 2022-23 school year. Wendy Fredrickson seconded. All voted aye. Motion carried. Klaire Vogt-Superintendent endorsement, Zachary Spence-Secondary Math and Science endorsement; and Lisa Hazeltine-Elementary 4-6.
  - C. Approve BPA Out of State Travel:** Lisa Hunter moved to approve out-of-state travel for the BPA National Convention in Dallas, Texas May 4-8, 2022. Kyle Osborn seconded. All voted aye. Motion carried.
  - D. Approve FFA Out of State Travel:** Lisa Hunter moved to approve out-of-state travel for the FFA National Land Judging Event in Oklahoma City, Oklahoma April 30-May 6, 2022. Kyle Osborn seconded. All voted aye. Motion carried.
7. **Policy Items (Action Items):**
  - A. Second Reading/Approval—Revised Policy 3440 Students: Student Fees, Fines, and Charges/Return of Property:** Wendy Fredrickson moved to approve revised Policy 3440 on Students. Lisa Hunter seconded. All voted aye. Motion carried.
  - B. Second Reading/Approval—Revised Policy 3530 Students: Suicide:** Wendy Fredrickson moved to approve revised Policy 3530 Students. Lisa Hunter seconded. All voted aye. Motion carried.
  - C. Second Reading/Approval—New Policy 7710 Financial Management: Bond Continuing Disclosure and Certification Requirements:** Kyle Osborn moved to approve new Policy 7710 Bond Continuing Disclosure and Certification Requirements. Lisa Hunter seconded. All voted aye. Motion carried.
  - D. Second Reading/Approval—Revised Policy 1600 Board of Trustees: Code of Ethics:** Kyle Osborn moved to approve revised Policy 1600 Code of Ethics. Lisa Hunter seconded. All voted aye. Motion carried.
  - E. Second Reading/Approval—Revised Policy 1610 Board of Trustees: Conflict of Interest:** Kyle Osborn moved to approve revised Policy 1610 Conflict of Interest. Lisa Hunter seconded. All voted aye. Motion carried.
8. **Policy Items**
  - A. First Reading: New Policy 2460 Instruction: Extended Learning Opportunities**
  - B. First Reading: Revised Policy 2500 Instruction: Library Materials**
  - C. First Reading: New Policy 2530 Instruction: Learning Materials Review**
  - D. First Reading: Revised Procedure 3570P Students: Student Records**
9. **Executive Session I.C. 74-206(j)-Negotiations:** Wendy Fredrickson moved to go into Executive Session at 7:54 p.m. per Idaho Code 74-206(j) Negotiations. Lisa Hunter seconded. A roll call vote was taken: Lisa Hunter-aye; Kyle Osborn-aye; Wendy Fredrickson-aye; Pam Hilliard-aye.

Wendy Fredrickson moved to come out of Executive Session at 8:34 p.m. Lisa Hunter seconded. All voted aye. Motion carried.  
No action taken

**10. Board Member Input for Future Agenda Items:** None

**11. Adjourn:** By unanimous consent, meeting was adjourned. Meeting adjourned at 8:52 p.m.

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**Pam Hilliard, Board Chair**

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**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, April 7, 2022. The purpose of this meeting is as follows:**

- 1. Negotiations**

**Dated this 5<sup>th</sup> day of April 2022  
Theresa Priebe  
Clerk, Board of Trustees**



NEGOTIATIONS MINUTES  
APRIL 7, 2022  
TROY ELEMENTARY SCHOOL

District Members: Pam Hilliard, Negotiator; Wendy Fredrickson, Brad Malm, Superintendent; Klaire Vogt, Theresa Priebe, Clerk

TEA Members: Alison Bohman, Negotiator; Crystal Tibbals; Jessica Renfrow arrived 4:28 p.m.

The meeting began at 4:00 p.m.

Pam Hilliard stated did you get a change to look through the minutes. Do you have any questions?

Alison Bohman stated I do not have any questions. They look fine to me. Yes.

Minutes from the Negotiations meeting on March 17, 2022 were signed by both parties.

Pam Hilliard stated alright did you have a proposal ready.

Alison Bohman stated yes. Just some clarifications and yes, then we do have a proposal. So, we did talk to IEA about the money that we had kinda discussed the first time. And, there is the one-time \$1,000 bonus for all employees that's coming. They said in June of this year. And then, in addition to that, there's a one-time ARPA money and at this point, it's around \$1800 per FTE and that should be coming in August or September. So, that was kinda, I think, that question mark kinda money that we really didn't know what it was.

Crystal Tibbals stated we called it the sharing...I don't remember what we called it. We don't know really what this is.

Alison Bohman stated I don't remember what we called it.

Crystal Tibbals stated I didn't actually either.

Alison Bohman stated in talking with the State Dept, IEA said that should be coming in August or September. So, I think it was that number there. And then, yes, we do have a proposal I think we can go through that.

Alison Bohman handed out the revised proposal.

TEA Proposal Presented:

- 1) Reinstate the 2021-2022 Master Agreement for 2022-2023 with the following proposed changes:
  - a.) Movement on the Salary Schedule (steps and lanes)
  - b.) Salary increase – 6% on the base
  - c.) Insurance – 30% additional coverage for dependents and families.

Alison Bohman stated #1 reinstate the Master Agreement with the proposed changes: movement on the salary schedule; salary increase of 6% on the base; and then insurance, 30% additional coverage and

that would be for the children and family plan for the people currently using that and that would come from the insurance money that is coming from the State to get us into the State fund but if we opt out of getting in the State insurance, using some of that money to cover the 30% additional coverage for children and families. The people that are using that plan.

Pam Hilliard stated do we understand what she's talking about.

Brad Malm stated yes.

Pam Hilliard stated okay. I guess we need to talk about it.

Brad Malm stated yup.

Teams went to caucus at 4:01 p.m. TEA team left the room to caucus.

Teams returned to the table at 4:25 p.m.

Pam Hilliard stated so we looked at your proposal. Thank you, we appreciate it. First, I want to remind you of what we proposed the last time: The additional few minutes of classroom time; the longevity pay within the salary schedule; the National Board of Professional Teacher Standards payments of \$1,000 are still on our list.

\*Pam Hilliard stated we would agree to the movement on the salary schedule.

\*Pam Hilliard stated that we would skip over the salary increase here and go to insurance.

\*Pam Hilliard stated we're going to take that off, we won't do that. We only get the additional funds if we go with the State's plan for medical insurance. So we don't get the \$4,500 additional funding. We are looking at trying to do other things as far as paying for insurance for all employees, but we would take that insurance plan that you put on there off the table.

\*And, then on to salary increase. The main thing we're trying to do is we want to make sure people stay here long term and give them a benefit for being here for a long term. So, we got this additional plan that we want to show you. It's an added step with a 3% base increase and I am going to let Mr. Malm try to explain that to you.

Brad Malm stated well, I think you've seen this before. So, basically what we're doing is adding a step in the first columns, the last column we're adding two steps. So, what that does, for us, we feel like, you know, we have really good people in our district regionally, you know, we recognize that we aren't the top salary regionally if you look at these salary schedules, but the figure of \$71,003 puts us right there, right in the ballpark, and, you know, we also understand that you guys, being some have been here a long time and we want to compensate people for that so we're proposing that we just add an additional step for the first five columns, two steps for the last column and that would be the salary increase of 3%.

Alison Bohman stated and let me make sure I'm reading this right. To get to the last column, you would have to have a Masters.

Brad Malm stated yes. MA+30 would be the last column.

Alison Bohman stated okay. And, I wanted to go back to your proposal if that's okay. We did have a counter for yours too.

\*Alison Bohman stated we're fine with the additional minutes per day. We can agree to that.

\*Along with the National Board, we can agree to that as well.

\*For the longevity, we like the idea of the longevity pay, however, we would like to see it kick in sooner so there would be more benefit for retirement later on. What I mean by that is, some people may not work much past 30 years. So, if you don't get to \$4,500 until 30 years, then that may have less of an impact on your retirement. So, we were looking at something like, you know, as a counter to yours:

15-19 years \$1500

20-24 years the additional \$1500

25+ years the additional \$1500

Just like yours except shifting having it start at 15 years instead of 20.

Brad Malm stated okay.

Klaire Vogt stated 15-20

Alison Bohman stated 15-19 is what we did; and then 20-24 for the second step; and then 25 plus for the last one.

Klaire Vogt stated thanks.

Alison Bohman stated do you want to talk.

Crystal Tibbals stated yes.

Alison Bohman stated okay. We'll go talk now and come back.

Wendy Fredrickson stated did you have any questions about the insurance. Anything with that.

Alison Bohman stated I'm going to have to look into that because IEA, we'll contact them again, but they keep saying that the districts are getting the money even if they don't opt in. So, there's a, you know, that some piece of it that we might just have to look at and see. Um, I did have – you said you were looking at other—the District was looking at other ways, other insurance possibilities. Can you elaborate on that at all.

Pam Hilliard stated well, I think it has to be approved by the Board. So, I can't really say too much more.

Alison Bohman stated okay. Okay. Then we can go talk.

Teams caucused at 4:27 p.m. TEA team left the room to caucus.

Teams returned to the table at 4:48 p.m.

Jessica Renfrow joined the TEA team at this time.

Alison Bohman stated okay. So we had a change to look things over. Um, we'll start with the salary increase. We do really appreciate the steps to every lane, I think that's a very very good addition. We are going to counter with a 3, um, the 3% with a 4.5%. And then, as far as the insurance piece goes, um, I would like to continue talking about that. Um, we know that's a huge cost to some of our staff members and we just want to make sure that we're doing as much as we can to kinda alleviate as much of that cost and if the Board has something their talking about, great! Um, however, we would like to be involved as much as we can in that piece of it. Um, just to make sure that, you know, some of this cost is

being taken care of because it's, it's huge for some of them. Um, you know, I'm just not talking about me, but obviously I know my situation the best. I pay over \$700 a month for my children to be insured. Where is, if we went into the State insurance fund, I think it's like \$225-\$250, so that would be a \$500 a month savings just to my family. And, I know I'm not the only one in the boat, in that boat. But anyway, um, so we would just, you know, like to continue talking about that and then also too, to keep in mind that, you know, we're, um, proposing this for obviously for one year because it's a one-year contract. So, um, just some things to think about there.

Pam Hilliard stated okay. I think we're almost out of time too. So we need to....

Pam Hilliard state do you guys want to explain anything more about the insurance at this point or...

Brad Malm stated I think there's a little bit of confusion and I even have superintendents who are confused about the \$4,500. In fact, I called one before Spring Break and they said oh year, we're getting that and then we called somebody else together and they said no, you're not getting that \$4,500 only if you get in the State insurance pool. So, it has been confusing. There has been a lot of language out there that causes confusion. Uh, you know, and the other thing with insurance is we don't know what the increase is for this year either. There definitely will be an increase. I had Theresa run some numbers, uh, and in 20-21, the District's portion of the insurance from District monies, that would be levy monies, uh, was \$156,000. That was just for the people we insure on staff. And then it went down a little bit this year. It was \$132,000. So we pay a lot for insurance and we talk about adding dependents, which I hear ya! It must have went down because it seems like when Brooks and Hailey was there, it was 800 bucks a month. But, uh, it is a cost to the District. Fairly substantial.

Pam Hilliard stated and I guess one question I have, you know, when you propose additional funds like that, where would you see us taking it from. I mean, any additional amount that we would have to give out that we don't get funding that comes in and we got to take it from somewhere. We only have a finite pot of money.

Alison Bohman stated uh-um. And, you know, that was one of the, I think they said, was discretionary funds from the State were going up, you know, quite significantly. Um, that could be looked at. We were also told from ESSURE funding from this current year that the District hasn't spent, um ESSER , I said that wrong.

Anyway, um, you know, possibly from something from that. Um, so we're only negotiating, you know, for one year.

Pam Hilliard stated uh-hum. Um, I don't think we probably have enough time to discuss. We probably need to set another time for a meeting.

Brad Malm stated sure.

Alison Bohman stated did you guys have a chance to look at our counter for the longevity.

Pam Hilliard stated yes we did. Um, we want to go back to what we proposed since it was already agreed to. We don't want to change the years.

Alison Bohman stated I'm not sure we had a formal agreement.

Pam Hilliard stated I thought we had agreed the last, or you guys had agreed in the last meeting that you wanted that proposal.

Alison Bohman stated I said I liked the idea of it. But, yeah, I would have to go back and look at the minutes to see exactly what was said.

Crystal Tibbals stated typically, it's a very formal you agreed to this and there's a very verbalized exchange like this you agree.

Pam Hilliard stated our counter would be that we go back to our original proposal with the years that we proposed.

Klaire Vogt stated you said the salary was 4.5 right.

Alison Bohman stated 4.5% was the counter. Yes.

Pam Hilliard stated when can we get together again.

Both teams agreed to set Thursday, April 14, 2022 at 4:00 p.m. for the next meeting.

Pam Hilliard stated any questions before we dismiss then.

Alison Bohman stated I don't think I do.

Meeting ended at 4:55 p.m.

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Pam Hilliard, Negotiator

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Alison Bohman, 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 Thursday, March 17, 2022. The purpose of this meeting is as follows:**

- 1. Negotiations**

**Dated this 15<sup>th</sup> day of March 2022  
Theresa Priebe  
Clerk, Board of Trustees**

NEGOTIATION MINUTES  
MARCH 17, 2021  
TROY ELEMENTARY SCHOOL

District Members: James Fry, Negotiator; Wendy Fredrickson; Brad Malm, Superintendent; Theresa Priebe, Clerk

TEA Members: Alison Bohman, Negotiator; Crystal Tibbals

The meeting began at 4:02 p.m.

Brad Malm commented that the meeting took 15 minutes last year.

James Fry stated thank you for meeting with us. I'd like to keep it at an hour, the same schedule like we have had in the past. I would like to see if you have anything for us at this time.

Alison Bohman stated we do.

James Fry stated perfect.

Alison Bohman stated that she made copies for everyone. So the first page is just the proposal from us. The second page is actually a copy from the current policy about personal leave. I will address that in just a minute.

Alison Bohman gave everyone a handout.

TEA Proposal 2021-2022

1. Reinstatement of the 2020-2021 Master Agreement for 2021-2022 with the following proposed changes:
  - (a) Procedural Agreement Section 4-1: Change the wording from *Both parties agree the first negotiations meeting will occur the second week of March* to ***Both parties agree the first negotiations meeting will occur during the month of March.***
  - (b) Movement on the salary schedule (steps and lanes)
  - (c) Salary Increase – 6% on the \$32,357 base to raise it to \$34,298
  - (d) Regarding section 7.03 of the negotiated agreement –
    - \* *“The school day shall be no more than 7 hours of assigned classroom time and 8 hours of work per day”*
    - \* *“Preparation time: Each full time teacher during the normal full time work week will have no less than 150 minutes of weekly preparation time.”*
  - (e) Personal Leave – Employees will be paid their daily rate for up to three unused personal days if the personal days cannot be carried over to the next year because the employee already has the maximum of five accumulated personal days.

So, if you look at the proposal, item (a) this was just kind of a convenience thing to us. Currently it states that we have to negotiate that second week of March and that happens to fall on parent/teacher conferences. So, that is why the last two years we've pushed it out the third week of March. So, if we could just look at changing that. Instead of the second week of March, maybe just during the month of March, just to make it easier. Item (b) is just movement on the salary schedule. Item (c) would be increasing the base by 6% which is currently at \$32,357 and that would raise it to \$34,298. And then we

just want to have conversation about (d). This was actually the language in the MOU for this year and we didn't know if at the high school, if the block scheduling was something was going to continue, so if this needs to be permanent language.

Brad Malm stated that the consensus of the students and staff is "yes" we want to continue it. I think we have some language too that we put together.

Alison Bohman stated sure.

Brad Malm stated it is basically the same verbiage.

Alison Bohman stated okay. Excellent. And then the last item is about personal leave and it came up, I've never been this boat myself because I always use mine, so you can bank up to five and then you get three additional every year, but if you already have five banked you can't carry over those three, so those employees are losing those days then. It was brought up if we could be paid for those days if we can't bank them, could we be paid for the unused days. And that's all.

James Fry stated that prior to the Covid hitting everything we talked about, or we discussed possibly adding to the steps and lanes, so we would like to give you a document to look at.

Alison Bohman stated okay.

And then if we can take a quick recess so we can go and mull this over a little bit, it'll give you time to review that documents as well.

Alison Bohman stated sure.

We can go and come back in 15 minutes.

Alison Bohman stated okay.

Teams to caucus at 4:06 p.m.

Teams returned to the table at 4:24 p.m.

James Fry stated under the Procedural Agreement, we would like to be a little more specific like the first or third week of March, something like that, so we can break it up so that there's a little bit on that.

Alison Bohman stated I think that is totally fine.

James Fry stated let's skip over (b) because we're too early in everything right now to talk about that. We do want to have conversation on what your thought is on the document we brought you on adding additional steps. What we're trying to do obviously is build some longevity. We know that our teachers move along and they get to a point and then they stop.

Alison Bohman stated that I like the addition of the steps, however, we still would like to see an increase on the base as well. But, no, we like the addition of the steps.



James Fry stated and then when we go to the – could you clarify a little bit why you would want to go from 6.6 to 7.

Alison Bohman stated 6.6.

James Fry stated 6 hours 6 minutes to 7 hours.

Alison Bohman stated that it's how it was written last year and we just copied the wording down from the MOU. That's all it was.

Brad Malm stated okay. I just say to keep it at 6:06. Six hours six minutes.

Alison Bohman stated okay.

Crystal Tibbals stated that we were just dealing with that moving target and wanted to make sure that enough minutes were built in to compensate the new schedule and so that's why it was there.

James Fry stated then the personal leave -- It's an unfunded liability for us because it changes from year to year and with budgeting and everything else, it also could change with how many units we get and all of our funding we get. So, we're not real inclined to look different on that last one. So let's go back up to, I guess, the adding the step. You said that you still liked something on the base.

Alison Bohman stated yes.

James Fry stated I would like to talk about that a little bit as to what your thoughts are.

Alison Bohman stated that we would like a 6% as I stated on item (c). I think we would definitely be willing to discuss, if the steps were added, we'd be willing to discuss a different number and work with you guys on something like that. Just looking at if there's an increase on the base then that is going to affect more employees, more employees are going to see that benefit than just the ones that are down here that get that extra step and that's our goal.

James Fry stated it's almost time to take another break unless there's anything else you would like to discuss before we do that.

Alison Bohman stated that I can't think of anything at this point.

James Fry stated maybe give us 10 minutes.

Alison Bohman stated alright.

Teams went to caucus at 4:26 p.m.

Teams returned to the table at 4:36 p.m.

James Fry stated so we would like to discuss a couple of options. The first one we would be willing to go 2% with the document that we gave you, or we'll pull the document back and give you 4%.

Teams went to caucus at 4:37 p.m.

Teams returned to the table at 4:37 p.m.

Alison Bohman stated we also have a counter for you guys. 3% on the base along with the new steps or drop the steps and just get a 5%. Drop the new steps, let me clarify that.

James Fry stated 3% with the new steps

Wendy Fredrickson stated or 5% dropping that sheet of paper.

Both Alison Bohman and Crystal Tibbals stated yes.

James Fry stated so probably try to reschedule another meeting to get some numbers and stuff so we can look at for stuff for that. Are you guys okay with rescheduling another one to come back with the additional information?

Alison Bohman stated sure.

Next meeting scheduled Thursday, March 25, 2021 at 4:00 p.m.

Teams left at 4:50 p.m.

Teams returned to the table at 4:53 p.m.

James Fry stated that we discussed it very quickly. We will go with the 5%.

Alison Bohman stated okay.

James Fry stated that we will pull back that other document.

Alison Bohman stated okay.

James Fry stated that I think we are in agreement to put first and third in number one (a), we will agree to movement on the salary schedule, we already came to the conclusion that we're going to stick with the 6:06 as written, and then we still stand that it's an unfunded liability to us and we don't want to go there.

Alison stated okay. She asked Crystal Tibbals if they needed to discuss anymore and Crystal Tibbals stated that she didn't think so.

Alison Bohman stated that we think we are in agreement

Negotiations completed at 4:57 p.m.

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James Fry, District Negotiator

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Alison Bohman, TEA Negotiator

TROY SCHOOL DISTRICT #287  
BOARD OF TRUSTEES REGULAR MEETING  
Monday, March 14, 2022 – 7:00 p.m.  
Troy High School Library

1. Call to Order
  - a. Attendance
  - b. Adopt Agenda
2. 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. Accept Levy Election Results
  - b. Approve 2022-23 2023-24 School Calendars
  - c. Approve Date for School Board Training
  - d. Approve Girls Softball Coach
  - e. Approve Track Coach
7. Policy Items (Action Item)
  - a. Second Reading – Approve Revised Policy 2310 Instruction Nutrition education
  - b. Second Reading – Approve Revised Policy 3000 Students Entrance Placement and Transfer
  - c. Second Reading – Approve Revised Policy 3370 Students Searches and Seizure
  - d. Second Reading – Approve New Procedure 3370P Students Searches and Seizure
8. Policy Items
  - a. First Reading – Revised Policy 3440 Students Student Fees, Fines, and Charges/Return of Property
  - b. First Reading – Revised Policy 3530 Students Suicide
  - c. First Reading – New Policy 7710 Financial Management Bond Continuing Disclosure and Certification Requirements
  - d. First Reading – Revised Policy 1600 Board of Trustees Code of Ethics
  - e. First Reading – Revised Policy 1610 Board of Trustees Conflict of Interest
9. Executive Session I.C. 74-206(J)-Negotiations
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.***

***Goals:***

- 1. TSD will establish and maintain a positive relationship and communication among all stakeholders***
- 2. TSD will provide the resources to inspire all students to become lifetime learners.***
- 3. TSD will adopt & maintain a systematic approach and resource to promote excellence in all fields***

**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES REGULAR MEETING  
MARCH 14, 2022 7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 7:01 p.m.
  - A. Members Present:** Wendy Fredrickson, Kyle Osborn, Pam Hilliard, Lisa Hunter, Daniel Moyer
  - Administrators Present:** Supt. Brad Malm; Klaire Vogt, Principal; Theresa Priebe, Clerk
  - B. Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Presentation:** A presentation on Latah County Broadband Coalition was given by Christina Mangiapani. The goal of the Coalition is to engage stakeholders across Latah County in order to communicate broadband needs and offer support in developing projects to address those needs.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Special Meeting minutes from February 14, 2022; Regular Meeting minutes from February 14, 2022; Special Meeting minutes from February 17, 2022; Bill payments totaling \$301,159.70; New hires included Ric Hagenbaugh, Asst. Baseball Coach, Ashley Bull, Asst. Girls' Softball Coach; Destry Hurst and Tera Stoner both Asst. Track Coaches.
5. **Information Items:** Budget reports included: February 2022 District Financial Report; ASB financials; Medical Insurance Pool Report; Ed Ramsdale Scholarship Report. Enrollment 296. Principals' reports. Superintendent's report included: Update on current legislation; reviewed conflict of interest information; reviewed Policy 1520 with the Trustees; provided Post Legislative Tour date for Trustees to consider; Communicated that there was interest in the District Office building for a Community Center; and, reported that last Thursday, March 10<sup>th</sup>, the insurance committee met with the Murray Group via Zoom to review current health insurance plan with proposed State Insurance Plan. Chair Pam Hilliard commented that it is wonderful that the levy passed.
6. **Action Items:**
  - A. Accept Levy Results:** Wendy Fredrickson moved to accept the March 8, 2022 Election Results as canvassed by Latah County Board of Commissioners on March 14, 2022. Dan Moyer seconded. All voted aye. Motion carried. The results were: In Favor-78%; Against 22%. 210 ballots were cast.
  - B. Approve 2022-23 and 2023-24 School Calendars:** Kyle Osborn moved to approve the proposed 2022-23 and 2023-24 School Calendars as presented. Lisa Hunter seconded. All voted aye. Motion carried.
  - C. Approve Date for School Board Training:** Wendy Fredrickson moved to set the Board Training date for Wednesday, April 27, 2022 from 4:00 p.m. to 6:00 p.m. Lisa Hunter seconded. All voted aye. Motion carried.
  - D. Approve Girls' Softball Coach:** Kyle Osborn moved to approve Steve Corr as the 21-22 Girls' Softball Coach. Wendy Fredrickson seconded. All voted aye. Motion carried.
  - E. Approve Track Coach:** Wendy Fredrickson moved to approve Jessica Renfrow as the 21-22 Track Coach. Lisa Hunter seconded. All voted aye. Motion carried.
7. **Policy Items (Action Items):**
  - A. Second Reading/Approval—Revised Policy 2310 Instructional Nutrition Education:** Kyle Osborn moved to approve revised Policy 2310 Nutrition Education. Wendy Fredrickson seconded. All voted aye. Motion carried.
  - B. Second Reading/Approval—Revised Policy 3000 Students Entrance Placement and Transfer:** Kyle Osborn moved to approve revised Policy 3000 Entrance Placement Transfer. Wendy Fredrickson seconded. All voted aye. Motion carried.
  - C. Second Reading/Approval—Revised Policy 3370 Students Searches and Seizure:** Wendy Fredrickson moved to approve revised Policy 3370 Searches and Seizure. Kyle Osborn seconded. All voted aye. Motion carried.
  - D. Second Reading/Approval—New Procedure 3370OP Students Searches and Seizure:** Kyle Osborn moved to approve new procedure 3370P Searches and Seizure. Wendy Fredrickson seconded. All voted aye. Motion carried.
8. **Policy Items**
  - A. First Reading:** Revised Policy 3440 Students: Student Fees, Fines, and Charges/Return of Property
  - B. First Reading:** Revised Policy 3530 Students: Suicide
  - C. First Reading:** New Policy 7710 Financial Management: Bond Continuing Disclosure and Certification Requirements
  - D. First Reading:** Revised Policy 1600 Board of Trustees: Code of Ethics
  - E. First Reading:** Revised Policy 1610 Board of Trustees: Conflict of Interest

- 9. Executive Session I.C. 74-206(j)-Negotiations:** Wendy Fredrickson moved to go into Executive Session at 8:29 p.m. per Idaho Code 74-206(j) Negotiations. Lisa Hunter seconded. A roll call vote was taken: Lisa Hunter-aye; Kyle Osborn-aye; Wendy Fredrickson-aye; Dan Moyer-aye; Pam Hilliard-aye.

The Board came out of Executive Session at 8:52 p.m.  
No action taken

- 10. Board Member Input for Future Agenda Items:** None

- 11. Adjourn:** Wendy Fredrickson moved to adjourn the meeting. Lisa Hunter seconded. All voted aye. Motion carried. Meeting adjourned at 8:52 p.m.

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**Pam Hilliard, Board Chair**

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**Theresa Priebe, Clerk**

# **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 scheduled a Special Meeting to be held at 7:00 p.m. at Troy High School Room 203, 101 Trojan Drive, Troy, ID on Thursday, February 17, 2022. The purpose of this special meeting is as follows:**

- 1. Executive Session per ID Code 74-206(1)(b) – Continuation of Expulsion Hearing**
- 2. Board Action on Executive Session Discussion**

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

**Dated this 15<sup>th</sup> day of February 2022**

**Theresa Priebe  
Clerk, Board of Trustees**

**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES EXECUTIVE SESSION  
FEBRUARY 17, 2022 7:00 P.M.  
TROY HIGH SCHOOL ROOM 203**

- 1. Call to Order:** Pam Hilliard called the Special Meeting to order at 7:12 p.m.
- 2. Attendance:** Pam Hilliard, Kyle Osborn, Lisa Hunter, Wendy Fredrickson, Daniel Moyer.
- 3. Adopt the Agenda:** By unanimous consent, agenda was adopted.
- 4. Executive Session per I.C. 74-206(1)(b)—Continuation of Expulsion Hearing:** Wendy Fredrickson moved to go into Executive Session for the continuation of the Expulsion Hearing at 7:13 p.m. Lisa Hunter seconded. A roll call vote was taken:

	<u>Aye</u>	<u>Nay</u>
Pam Hilliard	X	—
Lisa Hunter	X	—
Kyle Osborn	X	—
Daniel Moyer	X	—
Wendy Fredrickson	X	—

Wendy Fredrickson moved to adjourn from the Executive Session at 7:53 p.m. Kyle Osborn seconded. All voted aye. Motion carried.

The Board came out of Executive Session at 7:53 p.m. No further discussion or action taken by the Board.

- 5. Adjourn:** Meeting adjourned at 7:53 p.m.

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**Pam Hilliard, Chair**

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**Theresa Priebe, Clerk**

# **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 Room 203, 101 Trojan Drive, Troy, ID on Monday, February 14, 2022. The purpose of this special meeting is as follows:**

- 1. Executive Session per ID Code 74-206(1)(b) – Expulsion Hearing**
- 2. Board Action on Executive Session Discussion**

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

**Dated this 10<sup>th</sup> day of February 2022  
Theresa Priebe  
Clerk, Board of Trustees**



**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES REGULAR MEETING  
FEBRUARY 14, 2022 7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 7:05 p.m.
  - A. **Members Present:** Wendy Fredrickson, Kyle Osborn, Pam Hilliard, Lisa Hunter, Daniel Moyer
  - Administrators Present:** Supt. Brad Malm; Klaire Vogt, Principal; Theresa Priebe, Clerk
  - B. **Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Education Presentation:** Mr. Carlstrom invited the Board Members to follow him to the weight room for the demonstration. The Board left the meeting room at 7:08 p.m. and returned back to the meeting room at 7:16 p.m.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: THS Ski Club funds moved to the Track Fund to be used for hurdles; Angela Hawley hired as Special Education Paraprofessional Aide, Bills paid totaling \$312,168.77; and items disposed included welders.
5. **Information Items:** Budget reports included: January 2022 District Financial Report; ASB financials; Medical Insurance Pool Report; Ed Ramsdale Scholarship Report. Enrollment 298. Principals' reports. Superintendent's report included: ISBA Day on the Hill; Current legislation affecting school districts; ISBA webinar with attorneys from Anderson, Julian & Hull on February 9, 2022 and passed along to the Board that when a patron sends a blast email to request to the patron to contact an administrator; ISBA Training available for the Board; Updated Continuous Improvement Plan; 2022-23 Kitchen Project to be discussed at Budget Hearing; Update on Calendar Committee which recently met; Latah County Broadband Coalition letter; Idaho Ed Law April 25 & 26, 2022; Special Meeting if the Levy Election fails on March 8, 2022; and referenced Senate Bills 1271 and 1302.
6. **Action Items:**
  - A. **Approve Kelly Scholarship Amount:** Kyle Osborn moved to approve the Kelly Scholarship award at five percent (5%) of the five-year average, or \$6,179.38, to be awarded and distributed evenly among those applicants chosen by the Kelly Scholarship Committee. Lisa Hunter seconded. All voted aye. Motion carried. Wendy Fredrickson abstained from voting due to conflict of interest and Daniel Moyer abstained from voting due to not knowing about the scholarship in general. The awards will be issued for the 2022-2023 school year.
  - B. **Approve the Mass Mailing of the Supplemental Levy Information:** Wendy Fredrickson moved to approve the mass mailing of the Supplemental Levy Informational pamphlet to all Troy residents. Lisa Hunter seconded. All voted aye. Motion carried.
  - C. **Appoint Board Negotiators:** Wendy Fredrickson moved to appoint Pam Hilliard as lead negotiator and Wendy Fredrickson as representatives of the Troy School District for the upcoming negotiations with the Troy Education Association. Lisa Hunter seconded. All voted aye. Motion carried.
  - D. **Approve Updated Trustee Zones:** Kyle Osborn moved to approve the updated Trustee Zones for the Troy School District as presented. Wendy Fredrickson seconded. All voted aye. Motion carried.
7. **Policy Items (Action Items):**
  - A. **Second Reading/Approval—Revised Policy 5440 Personnel Employee Holidays:** Wendy Fredrickson moved to approve revised Policy 5440 Employee Holidays to include Civil Rights Day and Day Before Thanksgiving for the 12-month employees. Kyle Osborn seconded. All voted aye. Motion carried.
8. **Policy Items**
  - A. **First Reading:** Revised Policy 2310 Instruction Nutrition Education
  - B. **First Reading:** Revised Policy 3000 Students Entrance Placement and Transfer
  - C. **First Reading:** Revised Policy 3370 Students Searches and Seizure
  - D. **First Reading:** New Procedure 3370P Students Searches and Seizure
9. **Board Member Input for Future Agenda Items:** Schedule Board Training
10. **Adjourn:** Meeting adjourned at 8:15 p.m.

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Pam Hilliard, Board Chair

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Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287  
BOARD OF TRUSTEES REGULAR MEETING  
Monday, February 14, 2022 – 7:00 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 Kelly Scholarship Amount
  - b. Approve the Mass Mailing of the Supplemental Levy Information
  - c. Appoint Board Negotiators
  - d. Approve Updated Trustee Zones
7. Policy Items (Action Item)
  - a. Second Reading – Approve Revised Policy 5440 Personnel Employee Holidays
8. Policy Items
  - a. First Reading – Revised Policy 2310 Instruction Nutrition Education
  - b. First Reading – Revised Policy 3000 Students Entrance Placement and Transfer
  - c. First Reading – Revised Policy 3370 Students Searches and Seizure
  - d. First Reading – New Procedure 3370P Students Searches and Seizure
9. Board Member Input for Future Agenda Items
10. 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.***

***Goals:***

- 1. TSD will establish and maintain a positive relationship and communication among all stakeholders***
- 2. TSD will provide the resources to inspire all students to become lifetime learners.***
- 3. TSD will adopt & maintain a systematic approach and resource to promote excellence in all fields***

**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES REGULAR MEETING  
FEBRUARY 14, 2022 7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Pam Hilliard called the Regular Meeting to order at 7:05 p.m.
  - A. **Members Present:** Wendy Fredrickson, Kyle Osborn, Pam Hilliard, Lisa Hunter, Daniel Moyer
  - Administrators Present:** Supt. Brad Malm; Klaire Vogt, Principal; Theresa Priebe, Clerk
  - B. **Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Education Presentation:** Mr. Carlstrom invited the Board Members to follow him to the weight room for the demonstration. The Board left the meeting room at 7:08 p.m. and returned back to the meeting room at 7:16 p.m.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: THS Ski Club funds moved to the Track Fund to be used for hurdles; Angela Hawley hired as Special Education Paraprofessional Aide, Bills paid totaling \$312,168.77; and items disposed included welders.
5. **Information Items:** Budget reports included: January 2022 District Financial Report; ASB financials; Medical Insurance Pool Report; Ed Ramsdale Scholarship Report. Enrollment 298. Principals' reports. Superintendent's report included: ISBA Day on the Hill; Current legislation affecting school districts; ISBA webinar with attorneys from Anderson, Julian & Hull on February 9, 2022 and passed along to the Board that when a patron sends a blast email to request to the patron to contact an administrator; ISBA Training available for the Board; Updated Continuous Improvement Plan; 2022-23 Kitchen Project to be discussed at Budget Hearing; Update on Calendar Committee which recently met; Latah County Broadband Coalition letter; Idaho Ed Law April 25 & 26, 2022; Special Meeting if the Levy Election fails on March 8, 2022; and referenced Senate Bills 1271 and 1302.
6. **Action Items:**
  - A. **Approve Kelly Scholarship Amount:** Kyle Osborn moved to approve the Kelly Scholarship award at five percent (5%) of the five-year average, or \$6,179.38, to be awarded and distributed evenly among those applicants chosen by the Kelly Scholarship Committee. Lisa Hunter seconded. All voted aye. Motion carried. Wendy Fredrickson abstained from voting due to conflict of interest and Daniel Moyer abstained from voting due to not knowing about the scholarship in general. The awards will be issued for the 2022-2023 school year.
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  - C. **Appoint Board Negotiators:** Wendy Fredrickson moved to appoint Pam Hilliard as lead negotiator and Wendy Fredrickson as representatives of the Troy School District for the upcoming negotiations with the Troy Education Association. Lisa Hunter seconded. All voted aye. Motion carried.
  - D. **Approve Updated Trustee Zones:** Kyle Osborn moved to approve the updated Trustee Zones for the Troy School District as presented. Wendy Fredrickson seconded. All voted aye. Motion carried.
7. **Policy Items (Action Items):**
  - A. **Second Reading/Approval—Revised Policy 5440 Personnel Employee Holidays:** Wendy Fredrickson moved to approve revised Policy 5440 Employee Holidays to include Civil Rights Day and Day Before Thanksgiving for the 12-month employees. Kyle Osborn seconded. All voted aye. Motion carried.
8. **Policy Items**
  - A. **First Reading:** Revised Policy 2310 Instruction Nutrition Education
  - B. **First Reading:** Revised Policy 3000 Students Entrance Placement and Transfer
  - C. **First Reading:** Revised Policy 3370 Students Searches and Seizure
  - D. **First Reading:** New Procedure 3370P Students Searches and Seizure
9. **Board Member Input for Future Agenda Items:** Schedule Board Training
10. **Adjourn:** Meeting adjourned at 8:15 p.m.

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Pam Hilliard, Board Chair

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Theresa Priebe, Clerk

# **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 7:00 p.m. at the Troy High School Library, 101 Trojan Drive, Troy, ID on Tuesday, February 1, 2022. The purpose of this special meeting is as follows:**

- 1. Interview for Trustee Zone 1 vacancy**
- 2. Appoint Trustee, Zone 1**

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

**Dated this 28<sup>th</sup> day of January 2022  
Theresa Priebe  
Clerk, Board of Trustees**

**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES SPECIAL MEETING  
FEBRUARY 1 7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

- 1. Call to Order:** Pam Hilliard called the Special Meeting to order at 7:00 p.m.
- 2. Members Present:** Lisa Hunter, Wendy Fredrickson, Pam Hilliard  
**Administrators Present:** Supt Brad Malm; Klaire Vogt, Principal; Theresa Priebe, Clerk
- 3. Adopt Agenda:** By unanimous consent, the Agenda was adopted.
- 4. Interview Applicants for Trustee Zone 1 Vacancy:** Sandy Kilborn and Daniel Moyer submitted a letter of interest for the vacant Trustee position. Chair Pam Hilliard asked the questions to the applicants individually as the Board members documented each applicant's answers.
- 5. Appoint Trustee, Zone 1:** Wendy Fredrickson moved to appoint Daniel Moyer for the Trustee Zone 1 position. Lisa Hunter seconded. All voted aye. Motion carried.
- 6. Adjourn:** Meeting adjourned at 7:30 p.m.

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**Pam Hilliard, Chair**

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**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 had declared a trustee vacancy in Trustee Zone 1 in October 2021. The 90-day period has expired and therefore, the Board of Trustees has opened up to the vacant seat to appoint a person at-large from within the boundaries of the school district. Superintendent Brad Malm will be accepting letters of interest for Trustee, Zone 1. Applicant(s) must be 18 years of age and a qualified voter. Deadline for submitting a letter of interest is Friday, January 28, 2022 at Noon.

The process that will be utilized by the Board of Trustees to fill this vacancy shall be a letter of interest submitted to the Superintendent and interviews conducted at a specified date and time as the Board has set.

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

Theresa Priebe  
Clerk, Board of Trustees

Posted January 20 – 27, 2022

## 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 Brad Malm will be accepting letters of interest for Trustee, Zone 1. Applicant(s) must be 18 years of age, a qualified voter and reside in Zone 1. Deadline for submitting a letter of interest is Tuesday, January 18, 2022 at 3:30 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 ANNUAL MEETING**  
Monday, January 10, 2022 – 7:00 p.m.  
**Troy High School Library**

1. Call to Order
  - a. Attendance
  - c. Adopt Agenda (Action Item)
2. Approve Minutes (Action Item)
3. Annual Meeting (per Policy 1200) (Action Item)
  - a. Welcome and introduction of newly-elected Board Members by the current Chair;
  - b. Swearing in of newly-elected Trustees;
  - c. Call for nominations for Chair to serve during the ensuing year;
  - d. Election of a Chair;
  - e. Assumption of office by the new Chair;
  - f. Call for nominations for vice chair to serve during the ensuing year;
  - g. Election of a vice chair;
  - h. Review the code of ethics.
  - i. Election of a clerk; and
  - j. Election of a treasurer; and
  - k. Designate the District's official newspaper.
  - l. Designation of Regular Monthly School Board Meetings for 2021 – 22
  - m. Adopt Policy Manual as it exists
4. Public Comments
5. Approve Consent Agenda (Action Item)
  - a. Minutes
  - b. Bill Payments
  - c. Classified Personnel Actions
  - d. Procedure Manual
  - e. Items to be Disposed
6. Information Items
  - a. Budget Reports
  - b. Enrollment Report
  - c. Principals Report
  - d. Superintendent's Report
  - e. Board Chairman's Comments
7. Action Items
  - a. Approve School Cancellation
8. Policy Items
  - a. First Reading – Revised Policy 5440 Employee Holidays
9. Board Member Input for Future Agenda Items
10. 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.*

**Goals:**

- 1. TSD will establish and maintain positive and relationship communication among all stakeholders**
- 2. TSD will provide the resources to inspire all students to become lifetime learners.**
- 3. TDS will adopt & maintain a systematic approach and resource to promote excellence in all fields**



**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES ANNUAL MEETING  
JANUARY 10, 2022 7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Wendy Fredrickson called the Annual Meeting to order at 7:04 p.m.
  - A. **Members Present:** Wendy Fredrickson, Kyle Osborn, Pam Hilliard
  - Administrators Present:** Supt Brad Malm; Theresa Priebe, Clerk
  - B. **Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Approve Minutes:** Pam Hilliard moved to approve the minutes from the December 13, 2021 Special Meeting and the Regular Monthly Meeting. Kyle Osborn seconded. All voted aye. Motion carried.
3. **Annual Meeting (per Policy 1200):**
  - A. Wendy Fredrickson welcomed and introduced Lisa Hunter, newly elected Board Member, who resides in Zone 3. Lisa Hunter was in attendance via Zoom Meeting.
  - B. Wendy Fredrickson swore in Trustee Lisa Hunter.
  - C. Wendy Fredrickson called for nominations for Chair to serve during the ensuing year. Lisa Hunter nominated Wendy Fredrickson. No second on nomination. Wendy Fredrickson nominated Pam Hilliard for Chair. Kyle Osborn seconded. All voted aye. Motion carried.
  - D. Pam Hilliard called for nominations for Board Vice Chair. Pam Hilliard nominated Wendy Fredrickson. Kyle Osborn seconded. All voted aye. Motion carried.
  - E. Trustees reviewed the Code of Ethics and signed/dated their form.  
Wendy Fredrickson moved to appoint Theresa Priebe as Clerk/Treasurer and Business Manager for Troy School District 287 for the ensuing school year 21-22. Kyle Osborn seconded. All voted aye. Motion carried.  
Kyle Osborn moved that the Moscow-Pullman Daily News be designated as the District's official newspaper. Wendy Fredrickson seconded. All voted aye. Motion carried.  
Wendy Fredrickson moved that the regular meetings of the school board for the ensuing school year be scheduled at 7:00 p.m. each second Monday of the month at the Troy High School Library. Kyle Osborn seconded. All voted aye. Motion carried.  
Wendy Fredrickson moved to adopt the Policy Manual as it exists. Kyle Osborn seconded. All voted aye. Motion carried.
4. **Public Comments:** None
5. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Resignation by DeLaney Jones; Hire Kim Malm for General Ed Paraprofessional; Bills paid totaling \$274,054.48.
6. **Information Items:** Budget reports included: December 2021 District Financial report; ASB financials; Medical Insurance Pool Report; Enrollment 304. Principals' reports. Superintendent's report included: Vacant Zone 1 Trustee Update; 2021 Cohort Graduation Rate Appeal which the 4-year graduation rate for Troy is 96.6% and State of Idaho 5-year graduation rate is 82.1%; Update on funding formula included the State Dept of Education will use Enrollment ADA; Update on new bus delivery will be Spring 2022; Annual School Board & Superintendent Calendar was provided to the members; and, 21-22 Committee representation: Budget Committee—Kyle Osborn & Lisa Hunter; Building Maintenance & Facility Planning—Wendy Fredrickson; Calendar-Pam Hilliard; Insurance-Pam Hilliard; Crisis Safety Management-Lisa Hunter; Technology-Pam Hilliard; and Wellness-Kyle Osborn. Board Chair Pam Hilliard had no comments except to welcome Lisa Hunter to the team.
7. **Action Items:**
  - A. **Approve School Cancellation Due to Weather Conditions:** Wendy Fredrickson moved to approve the cancellation of school due to weather and unsafe road conditions on Wednesday & Thursday, January 5 & 6, 2022. Kyle Osborn seconded. All voted aye. Motion carried.
8. **Policy Items (Action Items):**
  - A. **First Reading: Revised Policy 5440 Employee Holidays**
9. **Board Member Input for Future Agenda Items:** None
10. **Adjourn:** Meeting adjourned at 7:37 p.m.

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Pam Hilliard, Chair

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Theresa Priebe, Clerk

TROY SCHOOL DISTRICT #287  
BOARD OF TRUSTEES REGULAR MEETING  
Monday, December 13, 2021 – 7:00 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. Set Supplemental Levy Amount/ Approve Supplemental Levy Election Resolution
  - b. Approve Hiring Superintendent
  - c. Approve Hiring Secondary Principal
  - d. Approve Funding TES Intercom Upgrade
7. Policy Items
  - a. Second Reading – Approve New Procedure 2150P Copyright Compliance
  - b. Second Reading – Approve Revised Policy 2340 Controversial Issues and Academic Freedom
  - c. Second Reading – Approve New Policy 2375 Service Animals in Schools
  - d. Second Reading – Approve Revised Policy 2570 Use of Commercially Produced Video Recordings
  - e. Second Reading – Approve New Form 2570F Parental Movie Opt-Out/Consent Form
  - f. Second Reading – Approve Revised Procedure 2700P High School Graduation Requirements
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.***

***Goals:***

- 1. TSD will establish and maintain a positive relationship and communication among all stakeholders***
- 2. TSD will provide the resources to inspire all students to become lifetime learners.***
- 3. TSD will adopt & maintain a systematic approach and resource to promote excellence in all fields***

**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES REGULAR MEETING  
DECEMBER 13, 2021 7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Wendy Fredrickson called the Regular Meeting to order at 7:00 p.m.
- A. Members Present:** Dana Hoskins, Wendy Fredrickson, Kyle Osborn, Pam Hilliard, James Fry
- Administrators Present:** Supt Brad Malm; Klaire Vogt, Principal; Theresa Priebe, Clerk
- B. Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Education Presentation:** Mrs. Foote, Mrs. Hazeltine, and Mrs. Heath presented the Response to Intervention process to the Board of Trustees.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Board Meeting minutes of November 8, 2021; Special Meeting minutes of November 29, 2021; Bills paid totaling \$346,734.96.
5. **Information Items:** Budget reports included: ASB financials; Medical Insurance Pool Report; Enrollment 297. Principals' reports. Superintendent's report included: Update on vacant Zone 1 Trustee position and process; Update on Building Maintenance Committee meeting; and Update on District Budget Committee meeting. Board Chair Wendy Fredrickson asked for update from Pam Hilliard and Brad Malm who attended the ISBA Convention in Boise. Supt. Brad Malm reported that he attended a presentation by an Iowa superintendent who was big on Agriculture--he was very impressive. Supt. Brad Malm attended workshops that touched on hiring a superintendent, public advocacy, and full-day kindergarten. Pam Hilliard reported that it was her goal to attend finance workshops to see how the District gets its revenue but the two workshops really didn't provide enough information. She attended presentations touching on the Pandemic; a legal presentation that touched on Transgender and restrooms. Pam Hilliard thought the Convention was good overall. Supt. Brad Malm reported that all the Resolutions passed in the Business Session.
6. **Action Items:**
  - A. Set Supplemental Levy Amount/Approve Supplemental Levy Election Resolution:** Dana Hoskins moved to approve a two-year Supplemental Levy Resolution to be voted on March 8, 2022 in the amount of \$995,000 each year for fiscal years 2022-2023 and 2023-2024. James Fry seconded. All voted aye. Motion carried.
  - B. Approve Hiring Superintendent/Elementary Principal:** Dana Hoskins moved to approve hiring Klaire Vogt for .8 FTE Elementary Principal and .2 FTE Superintendent with a two year contract for the 2022-2023 and 2023-2024 school years. Pam Hilliard seconded. All voted aye. Motion carried.
  - C. Approve Hiring Secondary Principal:** Dana Hoskins moved to approve hiring Aaron Dail for 1.0 FTE Secondary Principal with a 2-year contract for the 2022-2023 and 2023-2024 school years. Pam Hilliard seconded. All voted aye. Motion carried.
  - D. Approve Funding TES Intercom Upgrade:** Pam Hilliard moved to approve using the Granlund Donation monies up upgrade the TES intercom system. James Fry seconded. All voted aye. Motion carried.
7. **Policy Items (Action Items):**
  - A. Second Reading/Approval: New Procedure 2150P Copyright Compliance:** Kyle Osborn moved to approve new procedure 2150P Copyright Compliance. Dana Hoskins seconded. All vote aye. Motion carried.
  - B. Second Reading/Approval: Revised Policy 2340 Controversial Issues and Academic Freedom:** Dana Hoskins moved to approve revised Policy 2340 Controversial Issues and Academic Freedom. Kyle Osborn seconded. All voted aye. Motion carried.
  - C. Second Reading/Approval: New Policy 2375 Service Animals in Schools:** Pam Hilliard moved to approve new Policy 2375 Service Animals in Schools. Dana Hoskins seconded. All voted aye. Motion carried.
  - D. Second Reading/Approval: Revised Policy 2570 Use of Commercially Produced Video Recordings:** Dana Hoskins moved to approve revised Policy 2570 Use of Commercially Produced Video Recordings. James Fry seconded. All voted aye. Motion carried.
  - E. Second Reading/Approval: New Form 2570F Parental Movie Opt-Out/Consent Form:** Kyle Osborn moved to approve new form 2570F Parental Movie Opt-Out/Consent Form. Pam Hilliard seconded. All voted aye. Motion carried.
  - F. Second Reading/Approval Revised Procedure 2700P High School Graduation Requirements:** James Fry moved to approve new procedure 2700P High School Graduation Requirements. Dana Hoskins seconded. All voted aye. Motion carried.
8. **Board Member Input for Future Agenda Items:** Board Chair Wendy Fredrickson thanked Dana Hoskins for her 22 years of serving on the Board and James Fry for serving 13 years on the Board.
9. **Adjourn:** Meeting adjourned at 7:49 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 13, 2021. The purpose of this special meeting is as follows:**

- 1. Executive Session, IC 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 9<sup>th</sup> day of December 2021  
Theresa Priebe  
Clerk, Board of Trustees**

**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES SPECIAL MEETING  
DECEMBER 13, 2021 6:00 P.M.  
TROY HIGH SCHOOL CONFERENCE ROOM**

- 1. Call to Order:** Wendy Fredrickson called the Special Meeting to order at 6:17 p.m.  
**Members Present:** Dana Hoskins, Wendy Fredrickson, Pam Hilliard, James Fry, Kyle Osborn  
**Administrators Present:** Supt Brad Malm; Theresa Priebe, Clerk
- 2. Adopt Agenda:** By unanimous consent the Agenda was adopted.
- 3. Executive Session, Idaho Code 74-206(1)(b) – Superintendent Evaluation:** Pam Hilliard moved to go into Executive Session at 6:17 p.m. per Idaho Code 74-206(1)(b) for superintendent evaluation. Dana Hoskins seconded. A roll call vote was taken: Pam Hilliard-aye; Kyle Osborn-aye; Dana Hoskins-aye; James Fry-aye; Wendy Fredrickson-aye. Motion carried.

The Board of Trustees came out of Executive Session at 6:49 p.m. No action was taken.

- 4. Adjourn:** Meeting adjourned at 6:49 p.m.

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**Wendy Fredrickson, Chair**

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**Theresa Priebe, Clerk**

# **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 Conference Room, 101 Trojan Drive, Troy, ID on Monday, November 29, 2021. The purpose of this special meeting is as follows:**

- 1. Executive Session, Idaho Code 74-206(1)(a) - Interview Applicants**

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

**Dated this 22<sup>nd</sup> day of November 2021**

**Theresa Priebe**

**Clerk, Board of Trustees**

TROY SCHOOL DISTRICT #287  
BOARD OF TRUSTEES REGULAR MEETING  
Monday, November 8, 2021 – 7:00 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. Set Supplemental Levy Election Date
  - b. Approve Date for Superintendent Evaluation
  - c. Approve Troy School District Three-Year Financial Plan
  - d. Consider Substitute Recruitment Funds Allocation
  - e. Consider Student Club
  - f. Approve Trustee Zone Three
7. Policy Items
  - a. First Reading – New Procedure 2150P Copyright Compliance
  - b. First Reading – Revised Policy 2340 Controversial Issues and Academic Freedom
  - c. First Reading – New Policy 2375 Service Animals in Schools
  - d. First Reading – Revised Policy 2570 Use of Commercially Produced Video Recordings
  - e. First Reading – New Form 2570F Parental Movie Opt-Out/Consent Form
  - f. First Reading – Revised Procedure 2700P High School Graduation Requirements
8. Executive Session- {Idaho Code 74-206 (1) (a): Personnel
9. Board Member Input for Future Agenda Items
10. 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.***

***Goals:***

- 1. TSD will establish and maintain a positive relationship and communication among all stakeholders***
- 2. TSD will provide the resources to inspire all students to become lifetime learners.***
- 3. TSD will adopt & maintain a systematic approach and resource to promote excellence in all fields***

**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES REGULAR MEETING  
NOVEMBER 8, 2021 7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Wendy Fredrickson called the Regular Meeting to order at 7:00 p.m.
- A. Members Present:** Dana Hoskins, Wendy Fredrickson, Kyle Osborn, Pam Hilliard, James Fry
- Administrators Present:** Supt Brad Malm; Theresa Priebe, Clerk
- B. Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Education Presentation:** The Board members left the room to walk to Mr. Well's classroom at 7:01 p.m. The Board returned to the meeting room at 7:18 p.m. Mr. Wells presented the use of Google Forms as a method of providing instant feedback to students.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Board Meeting minutes of October 18, 2021; Bills paid totaling \$378,923.85.
5. **Information Items:** Budget reports included: ASB financials; Medical Insurance Pool Report; Enrollment 292. Principals' reports. Superintendent's report included: Requested the Board members to give their votes on the proposed Resolutions to Vice Chair Pam Hilliard to present to the ISBA Convention Business meeting; discussed ISBA Scholarship Auction items; Reported on State Safety Inspection which there were no violations; Discussed setting up date and time for District Budget Committee; Discussed Superintendent evaluation process; Reported that Market Time Drug of Moscow provided staff with Moderna Booster who were interested; and, reported that Dr. Bailey of Moscow School District will be setting up a meeting with Legislators on December 14, 2021 at 7:00 p.m. and asked the Board to let him know who would be interested in attending. Board Chair Wendy Fredrickson polled the Board members on their votes for the ISBA Resolutions and for the 8 proposed Resolutions, all were in favor of "Due Pass".
6. **Action Items:**
  - A. Set Supplemental Levy Election Date:** Dana Hoskins moved to run the Supplemental Levy Election in March as we have the past two years an approve the Supplemental Levy Election dates for March 8, 2022 an May 17, 2022 if needed. James Fry seconded. All voted aye. Motion carried.
  - B. Approve Date for Superintendent Evaluation:** Pam Hilliard moved to approve to meet on December 13, 2021 at 6:00 p.m. to complete the Superintendent evaluation. Dana Hoskins seconded. All voted aye. Motion carried.
  - C. Approve Troy School District Three-Year Plan:** Kyle Osborn moved to approve the School Board Three Year Financial Plan as presented. Pam Hilliard seconded. All voted aye. Motion carried. Comments included that the Board intentionally reserved a three month fund balance and prefer to continue with the reserve to maintain stability in the District and to be able to handle the unknowns of the Legislature.
  - D. Consider Substitute Recruitment Funds Allocation:** Pam Hilliard moved to approve the stipends for the classified staff on the spreadsheet presented for Substitute Recruitment and Retention of staff. James Fry seconded. All voted aye. Motion carried. Note: Federal funding received for this program ends December 15, 2021.
  - E. Consider Student Club:** Dana Hoskins moved to approve the Student Board Gaming Club at Troy Junior Senior High School on Monday evenings from 3:30-5:00 p.m. Pam Hilliard seconded. All voted aye. Motion carried. No stipend available for advisors.
  - F. Approve Trustee, Zone 3:** Kyle Osborn moved to approve Lisa Hunter as the new Zone 3 Trustee. James Fry seconded. All voted aye. Motion carried. Clerk Theresa Priebe to provide Lisa Hunter a Certificate of Election.
7. **Policy Items (Action Items):**
  - A. First Reading: New Procedure 2150P Copyright Compliance**
  - B. First Reading: Revised Policy 2340 Controversial Issues and Academic Freedom**
  - C. First Reading: New Policy 2375 Service Animals in Schools**
  - D. First Reading: Revised Policy 2570 Use of Commercially Produced Video Recordings**
  - E. First Reading: New Form 2570F Parental Movie Opt-Out/Consent Form**
  - F. First Reading: Revised Procedure 2700P High School Graduation Requirements**
8. **Executive Session-I.C. 74-206 (1)(a): Personnel** James Fry moved to go into Executive Session per Idaho Code 74-206(1)(a) Personnel at 7:56 p.m. Pam Hilliard seconded. A roll call vote was taken: Pam Hilliard-aye; Kyle Osborn-aye; Dana Hoskins-aye; James Fry-aye; Wendy Fredrickson-aye. The Board came out of Executive Session at 8:20 p.m. No action taken.
9. **Board Member Input for Future Agenda Items:** None
10. **Adjourn:** Meeting adjourned at 8:21 p.m.



## 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 Brad Malm will be accepting letters of interest for Trustee, Zone 1. Applicant(s) must be 18 years of age, a qualified voter and reside in Zone 1. Deadline for submitting a letter of interest is Friday, November 5, 2021 at Noon.

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, October 18, 2021 – 7:00 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 2021-22 Leadership Pay Plan
  - b. Consider Sealed Bids
  - c. Approve New Trustee Zones
7. Policy Items (Action Item)
  - a. Second Reading – Approve Revised Policy 3525 Immunization Records
  - b. Second Reading – Approve Revised Policy 5106 Certificated Personnel Employment
  - c. Second Reading – Approve New Policy 7403 Financial Management Procurement of Goods and Services for School Meal Programs
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.***

***Goals:***

- 1. TSD will establish and maintain a positive relationship and communication among all stakeholders***
- 2. TSD will provide the resources to inspire all students to become lifetime learners.***
- 3. TSD will adopt & maintain a systematic approach and resource to promote excellence in all fields***

**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES MEETING  
OCTOBER 18, 2021 7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Wendy Fredrickson called the Regular Meeting to order at 7:00 p.m.
  - A. **Members Present:** Dana Hoskins, Wendy Fredrickson, Kyle Osborn; and Pam Hilliard
  - Administrators Present:** Supt Brad Malm; Theresa Priebe, Clerk
  - B. **Adopt Agenda:** By unanimous consent, the agenda was approved.
2. **Education Presentation:** Ms. Starks and Mrs. Renfrow gave an overview of the Targeted Tutoring program and how it is set up and designed to help students with learning their standards. With the District providing transportation and additional funding for salaries/benefits has been a huge part of the success of the program.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Board Meeting minutes of September 13, 2021; Bills paid totaling \$399,697.50; and disposal list of Chromebooks and cart.
5. **Information Items:** Budget reports included: ASB financials; Medical Insurance Pool Report; Kelly Scholarship Fund Investment; Ed Ramsdale Scholarship Fund Investment. Enrollment 288. Principals' reports. Superintendent's report included: Students & staff took part in See, Tell, Now training; Staff Training for CPR Certification and Epi Pen & Inhaler training with the school nurse was done on October 1, 2021; Building Maintenance Committee met and discussed projects for FY2022-2023 and will meet again to prioritize the projects and projects that have been completed have been included in the Board Packets; the top 2021 ISAT performing schools has Troy Elementary at 3<sup>rd</sup> in the State out of 652 schools and Troy High School placed 36<sup>th</sup> in the State; and Supt Brad Malm let the Board know that he would not be returning next year and asked the Board to consider options to be discussed at the November meeting. Board Chair Wendy Fredrickson requested that each member review the attached ISBA Resolutions and let Mr. Malm or Pam Hilliard know how you vote so that they can take the information to the ISBA Convention.
6. **Action Items:**
  - A. **Approve 2021-22 Leadership Pay Plan:** Dana Hoskins moved to approve the 2021-2022 Leadership Pay Plan as written. Pam Hilliard seconded. All voted aye. Motion carried.
  - B. **Consider Sealed Bids:** Dana Hoskins moved to approve the sealed bid from Scott Johnson for \$3,600 for the 2005 Yellow Bus. Pam Hilliard seconded. All voted aye. Motion carried. Bids were—Tom Chamberlin \$3,452.22; Scott Johnson \$3,600.
  - C. **Approve New Trustee Zones:** Pam Hilliard moved to approve the new zones for the Troy School District as presented. Dana Hoskins seconded. All voted aye. Motion carried.
7. **Policy Items (Action Items):**
  - A. **Second Reading/Approval:** Revised Policy 3525 Students: Immunization Requirements: Dana Hoskins moved to approve revised Policy 3525. Pam Hilliard seconded. All voted aye. Motion carried.
  - B. **Second Reading/Approval:** Revised Policy 5106 Personnel: Certificated Personnel Employment: Pam Hilliard moved to approve revised Policy 5106. Dana Hoskins seconded. All voted aye. Motion carried.
  - C. **Second Reading/Approval:** New Policy 7403 Financial Management: Procurement of Goods and Services for School Meal Programs: Dana Hoskins moved to approve new Policy 7403. Pam Hilliard seconded. All voted aye. Motion carried.
8. **Board Member Input for Future Agenda Items:** None
9. **Adjourn:** Meeting adjourned at 7:54 p.m.

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Wendy Fredrickson, Chair

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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 October 11, 2021 regular meeting of the Board of Trustees of said district has been changed to **Monday, October 18, 2021, at the Troy High School Library at 7:00 p.m.**

Dated this 30<sup>th</sup> day of September 2021

Theresa Priebe  
Clerk, Board of Trustees

TROY SCHOOL DISTRICT #287  
BOARD OF TRUSTEES REGULAR MEETING  
Monday, September 13, 2021 – 7:00 p.m.  
**Troy High School Library**

1. Call to Order
  - a. Attendance
  - b. Adopt Agenda
2. Audit 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 FY June 30 2021 Audit
  - b. Approve 2020-21 Combined Continuous Improvement
  - c. Consider Approval Sale of Public Property
  - d. Approve FFA Travel National Convention
  - e. Approve Date for October Board Meeting
7. Policy Items (Action Item)
  - a. Second Reading – Approve Revised Policy 1300 District Policy
  - b. Second Reading – Approve New Policy 1315 District Planning
  - c. Second Reading – Approve Policy 1500 Board Meetings
  - d. Second Reading – Approve New Policy 2405 Special Education
  - e. Second Reading – Approve Revised Policy 2715 Specialty Diploma
  - f. Second Reading – Approve Revised Policy 3030 Part Time Attendance – Dual Enrollment
  - g. Second Reading – Approve New Policy 3031 Extracurricular Activities – Eligibility for Students Not Enrolled for Academic Activities
  - h. Second Reading – Approve Revised Policy 3330 Student Discipline
  - i. Second Reading – Approve Revised Policy 3340 Corrective Actions and Punishment
  - j. Second Reading – Approve Revised Policy 3500 Student Health/Physical Screenings/Examinations
8. Policy Items
  - a. First Reading – Revised Policy 3525 Immunization Records
  - b. First Reading – Revised Policy 5106 Certificated Personnel Employment
  - c. First Reading – New Policy 7403 Financial Management Procurement of Goods and Services for School Meal Programs
9. Board Member Input for Future Agenda Items
10. 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.***

**Goals:**

- 1. TSD will establish and maintain a positive relationship and communication among all stakeholders**
- 2. TSD will provide the resources to inspire all students to become lifetime learners.**
- 3. TSD will adopt & maintain a systematic approach and resource to promote excellence in all fields**

**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES MEETING  
SEPTEMBER 13, 2021 7:00 P.M.  
TROY HIGH SCHOOL LIBRARY**

1. **Call to Order:** Wendy Fredrickson called the Regular Meeting to order at 7:03 p.m.
  - A. **Members Present:** Dana Hoskins, Wendy Fredrickson, Kyle Osborn; and James Fry via Zoom
  - Administrators Present:** Supt Brad Malm; Theresa Priebe, Clerk
  - B. **Adopt Agenda:** Supt. Brad Malm only had a correction on the Agenda item 6B—the fiscal year should be 2021-2022. The correct fiscal year is in the packet description. By unanimous consent, the agenda was approved as amended.
2. **Audit Presentation:** Jennifer Clark, Hayden & Ross firm, presented the financial statement ended June 30, 2021. Jennifer Clark reported that the audit was clean, there were no findings or weaknesses. She presented a graph chart of several pages and reviewed with the Board members the history of the district in revenues/expenditures for the past 10 years. New reporting requirements included adding the Student Funds and the new Federal Funding that was allocated.
3. **Public Comments:** None
4. **Approve Consent Agenda:** By unanimous consent, the Consent Agenda was approved. Items approved: Regular Board Meeting minutes of August 9, 2021; Bills paid totaling \$479,628.93; Rehire DeLaney Jones, Special Education Aide and Elise Waldrop, new Library aide.
5. **Information Items:** Budget reports included: ASB financials; Medical Insurance Pool Report; Ed Ramsdale Scholarship Fund Investment. Enrollment 289—an increase of 22 students compared to last year on the first day of school.. Principals' reports. Superintendent's report included: Beyond Textbooks Training on August 24<sup>th</sup> centered around Data Teams; ISBA Convention is scheduled for November 17-19; Safe School Training included AED, McKinney Vento, Bullying Prevention & FERPA; part of the 21-22 funding will include Average Daily Attendance which is how the Districts were funded except for last school year, it was based on enrollment; Regional ISBA meeting is scheduled for Wednesday September 22 at 6:00 p.m.; Idaho Ed News had published the 2021 Top Ten ISAT performers in ELA and Math. Troy School District scored 6<sup>th</sup> in ELA and 6<sup>th</sup> in Math; No Candidate filing for Zone 1 or Zone 3 as of September 3, 2021 and there was one Write-In for Zone 3. There will not be an election for Trustees. Board Chair Wendy Fredrickson requested that training be held off for now and asked Mr. Malm if there was anything the schools needed from the Board.
6. **Action Items:**
  - A. **Approve FY June 30, 2021 Audit:** Dana Hoskins moved to approve the FY2021 Audit presented by Jennifer Clark of Hayden Ross. Kyle Osborn seconded. All voted aye. Motion carried.
  - B. **Approve 2021-2022 Combined Continuous Improvement:** Dana Hoskins moved to approve the 2021-2022 Combined Continuous Improvement Plan (CIP), College and Career Readiness Plan and the Literacy Plan. Kyle Osborn seconded. All voted aye. Motion carried.
  - C. **Consider Approval Sale of Public Property:** Kyle Osborn moved to approve following the process outlined in Policy 9100 and list a NOTICE OF SALE OF SURPLUS PROPERTY for a 2005 Yellow School Bus, minimum bid to be set at \$2300. Dana Hoskins seconded. All voted aye. Motion carried.
  - D. **Approve FFA Travel National Convention:** Dana Hoskins moved to approve out-of-state travel for the FFA National Convention October 26-October 31, 2021. Kyle Osborn seconded. All voted aye. Motion carried.
  - E. **Approve Date for October Board Meeting:** Kyle Osborn moved to approve changing the TSD October Board meeting from Monday, October 11, 2021 to Monday, October 18, 2021 at 7:00 p.m. Dana Hoskins seconded. All voted aye. Motion carried.
7. **Policy Items:**
  - A. **Second Reading:** Revised Policy 1300 District Policy: Dana Hoskins moved to approve. Kyle Osborn seconded. All voted aye. Motion carried.
  - B. **Second Reading:** New Policy 1315 District Planning: Dana Hoskins moved to approve. Kyle Osborn seconded. All voted aye. Motion carried.
  - C. **Second Reading:** Revised Policy 1500 Board Meetings: Kyle Osborn moved to approve. Dana Hoskins seconded. All voted aye. Motion carried.
  - D. **Second Reading:** New Policy 2405 Special Education: Dana Hoskins moved to approve. Kyle Osborn seconded. All voted aye. Motion carried.
  - E. **Second Reading:** Revised Policy 2715 Specialty Diploma: Kyle Osborn moved to approve. Dana Hoskins seconded. All voted aye. Motion carried.
  - F. **Second Reading:** Revised Policy 3030 Part-Time Attendance—Dual Enrollment: Dana Hoskins moved to approve. Kyle Osborn seconded. All voted aye. Motion carried.
  - G. **Second Reading:** New Policy 3031 Extracurricular Activities—Eligibility for Students Not Enrolled for Academic Activities: Kyle Osborn moved to approve. Dana Hoskins seconded. All voted aye. Motion carried.

- H. Second Reading:** Revised Policy 3330 Student Discipline: Dana Hoskins moved to approve. Kyle Osborn seconded. All voted aye. Motion carried.
- I. Second Reading:** Revised Policy 3340 Corrective Actions and Punishment: Kyle Osborn moved to approve. Dana Hoskins seconded. All voted aye. Motion carried.
- J. Second Reading:** Revised Policy 3500 Student Health/Physical Screening/Examinations: Dana Hoskins moved to approve. Kyle Osborn seconded. All voted aye. Motion carried.
- 8. Policy Items**
  - A. First Reading:** Revised Policy 3525 Students: Immunization Requirements
  - B. First Reading:** Revised Policy 5106 Personnel: Certificated Personnel Employment
  - C. First Reading:** New Policy 7403 Financial Management: Procurement of Goods and Services for School Meal Programs
- 9. Board Member Input for Future Agenda Items:** None
- 10. Adjourn:** Meeting adjourned at 7:57 p.m.

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**Wendy Fredrickson, Chair**

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**Theresa Priebe, Clerk**

TROY SCHOOL DISTRICT #287  
BOARD OF TRUSTEES REGULAR MEETING  
Monday, August 9, 2021 – 7:00 p.m.  
Troy Elementary 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
  - b. Principals Report
  - c. Superintendent's Report
  - d. Board Chairman's Comments
5. **Action Items**
  - a. Approve Safe Return to School Plan
  - b. Approve Bus Routes
  - c. Approve Purchase of a New School Bus
  - d. Approve Certificated Teacher Resignation
  - e. Approve Hiring Certificated Staff Position
  - f. Approve Supplemental Contract
  - g. Approve Hiring Certificated Staff Position
  - h. **Approve Alternate Authorization**
6. **Policy Items**
  - a. **First Reading – Revised Policy 1300 District Policy**
  - b. **First Reading New Policy 1315 District Planning**
  - c. **First Reading – Revised Policy 1500 Board Meetings**
  - d. **First Reading – New Policy 2405 Special Education**
  - e. **First Reading – Revised Policy 2715 Specialty Diploma**
  - f. **First Reading – Revised Policy 3030 Part Time Attendance – Dual Enrollment**
  - g. **First Reading – New Policy 3031 Extracurricular Activities – Eligibility for Students Not Enrolled for Academic Activities**
  - h. **First Reading – Revised Policy 3330 Student Discipline**
  - i. **First Reading – Revised Policy 3340 Corrective Actions and Punishment**
  - j. **First Reading – Revised Policy 3500 Student Health/Physical Screenings/Examinations**
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.***

**Goals:**

- 1. TSD will establish and maintain a positive relationship and communication among all stakeholders**
- 2. TSD will provide the resources to inspire all students to become lifetime learners.**
- 3. TSD will adopt & maintain a systematic approach and resource to promote excellence in all fields**



**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES MEETING  
AUGUST 9, 2021 7:00 P.M.  
TROY ELEMENTARY SCHOOL LIBRARY**

1. **Call to Order:** Wendy Fredrickson called the Regular Meeting to order at 7:00 p.m.
  - A. **Members Present:** Dana Hoskins, Pam Hilliard, Wendy Fredrickson, Kyle Osborn, James Fry
  - Administrators Present:** Supt Brad Malm; Theresa Priebe, Clerk
  - 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 July 19, 2021; Bills paid totaling \$305,326.45; Resignation of Laura Williams; Hire Tessa Rederick, new Special Education Aide; Charlotte Brewer, new Title I-A aide; Kristi Trout, Assistant Volleyball coach, and rehire classified staff for 2021-2022 school year.
4. **Information Items:** Budget reports included: Medical Insurance Pool Report; Ed Ramsdale Scholarship Fund Investment and Kelly Scholarship Fund Investment. HS Principal's report. Superintendent's report included: List of 2021-22 Troy School District Committee Board representation; ISBA Training update; Orientation for staff will be Monday, August 23, 2021 and Beyond Textbooks staff will be in the District on August 24<sup>th</sup> for a refresher course training; Reported that staff and administration attending a refresher course in Vail, AZ August 2-4, 2021; ISBA Regional meeting is generally held in September, but no notice has been received yet; Update on the summer maintenance projects (HVAC, parking lot, football field and scoreboard, flooring, track, and watering schedule); Jen Clark, with Hayden Ross, was in the District on August 4<sup>th</sup> to do the field work for the audit and she plans to present the audit at the September Board meeting. Board Chair Wendy Fredrickson had nothing to report.
5. **Action Items:**
  - A. **Approve Safe Return to School Plan:** Dana Hoskins moved to approve the current TSD Fall 2021 Safe Return to School Plan as presented. Pam Hilliard seconded. All voted aye. Motion carried. The Plan will be sent to the State Dept. of Education and posted to our Website.
  - B. **Approve Bus Routes:** James Fry moved to approve the 2021-22 bus routes as established and confirmed by Troy School District Transportation Director Jake Blazzard. Dana Hoskins seconded. All vote aye. Motion carried.
  - C. **Approve Purchase of a New School Bus:** Dana Hoskins moved to approve the purchase of a 2021, 53-passenger school bus from Western Mountain Bus Sales for \$90,235. To be paid out of account 424.810.560.000.000 vehicle purchase. Pam Hilliard seconded. All voted aye. Motion carried. Troy School District will piggyback with Whitepine Joint School District 288 in purchasing the new bus at the same cost as Whitepine Joint School District 288. (Per Idaho Code 67-2803).
  - D. **Approve Certificated Teacher Resignation:** James Fry moved to approve the resignation of Ms. Alexis Fuller. Dana Hoskins seconded. All voted aye. Motion carried.
  - E. **Approve Hiring Certificated Staff Position:** Dana Hoskins moved to approve the committee's recommendation of Ashley Bull—for the Troy School District's vacant K-12 Counseling position for the 2021-22 school year. Pam Hilliard seconded. All voted aye. Motion carried.
  - F. **Approve Supplemental Contract:** Pam Hilliard moved to approve the 2021-22 Supplemental Contract for Ashley Bull for 7 extra days and be paid from the General Fund. Dana Hoskins seconded. All voted aye. Motion carried.
  - G. **Approve Hiring Certificated Staff Position:** James Fry moved to approve the committee's recommendation of Lisa Hazeltine for the Troy School District's vacant Elementary Title I-A position for the 2021-22 school year. Dana Hoskins seconded. All voted aye. Motion carried. This position is .80 FTE.
  - H. **Approve Alternate Authorization:** Dana Hoskins moved to approve the Alternate Authorization for Lisa Hazeltine for the 2021-22 school year. James Fry seconded. All voted aye. Motion carried.
6. **Policy Items:**
  - A. **First Reading:** Revised Policy 1300 District Policy
  - B. **First Reading:** New Policy 1315 District Planning
  - C. **First Reading:** Revised Policy 1500 Board Meetings
  - D. **First Reading:** New Policy 2405 Special Education
  - E. **First Reading:** Revised Policy 2715 Specialty Diploma
  - F. **First Reading:** Revised Policy 3030 Part-Time Attendance—Dual Enrollment
  - G. **First Reading:** New Policy 3031 Extracurricular Activities—Eligibility for Students Not Enrolled for Academic Activities

- H. First Reading:** Revised Policy 3330 Student Discipline
- I. First Reading:** Revised Policy 3340 Corrective Actions and Punishment
- J. First Reading:** Revised Policy 3500 Student Health/Physical Screening/Examinations
- 7. Other Business:** Feedback on proposed policy regarding Board training.
- 8. Adjourn:** Meeting adjourned at 7:45 p.m.
- 9.**

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**Wendy Fredrickson, Chair**

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**Theresa Priebe, Clerk**

TROY SCHOOL DISTRICT #287  
BOARD OF TRUSTEES REGULAR MEETING  
Monday, July 19, 2021 – 7:00 p.m.  
Troy Elementary 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
  - b. Superintendent's Report
  - c. Board Chairman's Comments
5. Action Items
  - a. Approve Suspending Green Phase Protocols
  - b. Approve Hiring Of Certificated Staff Position
  - c. Approve Certificated Teacher Resignation
6. Board Member Input for Future Agenda Items
7. 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.***

***Goals:***

- 1. TSD will establish and maintain a positive relationship and communication among all stakeholders***
- 2. TSD will provide the resources to inspire all students to become lifetime learners.***
- 3. TSD will adopt & maintain a systematic approach and resource to promote excellence in all fields***

**TROY SCHOOL DISTRICT NO. 287  
BOARD OF TRUSTEES MEETING  
JULY 19, 2021 7:00 P.M.  
TROY ELEMENTARY SCHOOL LIBRARY**

1. **Call to Order:** Wendy Fredrickson called the Regular Meeting to order at 7:00 p.m.
  - A. **Members Present:** Dana Hoskins, Pam Hilliard, Wendy Fredrickson
  - Administrators Present:** Supt Brad Malm; Theresa Priebe, Clerk
  - 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 June 14, 2021; Resignation from Katie Bollman; Bills paid totaling \$421,320.23.
4. **Information Items:** Budget reports included: Medical Insurance Pool Report; Ed Ramsdale Scholarship Fund Investment; District Financial Report. Superintendent's report included a letter from Evan Laubach with his findings on the walk-through of the District Office on May 14, 2021; Hired a Cameral Service to video the drainage at the District Office and no issues were found; the Continuous Improvement Plan included metrics pertaining to College & Career and Literacy Interventions and recommendations from the HS Counselor and Elementary Principal were provided; Final 2011 Bond payment was made on July 15, 2021; ISBA Training was discussed for future date; Jennifer Clark will be in the District to conduct field work for FY20-21 Audit and will present her findings at the September 13<sup>th</sup> Board meeting; Summer Projects updated; Checklist for ESSER Funds was reviewed, signed and will be submitted to State Dept. of Education and posted on the District's Website. Board Chair Wendy Fredrickson asked to follow up with Board training.
5. **Action Items**
  - A. **Approve Suspending Green Phase Protocols:** Pam Hilliard moved to approve suspending the Green Phase Protocol requirements indefinitely in relation to the District's Fall 2020 Opening Plan effective July 20, 2021. Dana Hoskins seconded. All voted aye. Motion carried.
  - B. **Approve Hiring of Certificated Staff Position:** Dana Hoskins moved to approve the committee's recommendation of hiring Brittanee Brown for the Troy School District's vacant Secondary English position for 2021-22 school year. Pam Hilliard seconded. All vote aye. Motion carried.
  - C. **Approve Certificated Teacher Resignation:** Pam Hilliard moved to approve the resignation of Mrs. Emily White. Dana Hoskins seconded. All voted aye. Motion carried.
6. **Other Business:** None
7. **Adjourn:** Meeting adjourned at 7:25 p.m.
- 8.

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Wendy Fredrickson, Chair

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Theresa Priebe, Clerk