

TROY SCHOOL DISTRICT 287
 NEGOTIATIONS MEETING
 APRIL 16, 2025

District Personnel: Pam Hilliard, Negotiator; Lisa Hunter; Klaire Vogt, Supt., Theresa Priebe, Clerk

TEA Personnel: Crystal Tibbals, Negotiator; Matthew Bruns, Jessica Renfrow

Pam Hilliard stated All right, well, welcome to another year. Let's start out with formal introductions for the minutes. State your name and what your position is at the table. I'm Pam Hilliard. I'm the lead negotiator for the district.

Klaire Vogt, superintendent.

Crystal Tibbles. I'm the lead negotiator for the TEA.

Matt Bruns, support negotiator.

Jessica Renfrow, support negotiator.

Lisa Hunter, school board member negotiator.

Theresa Priebe-Clerk.

Pam Hilliard stated All right. Well, like I said, welcome. Hopefully this goes smooth and easy and quick and we'll be done in no time. How about if you would like to present your proposal?

Crystal Tibbals stated sure. I'd love to. I made copies for everyone. So here are our proposals.

- Reinstate the 24-25 negotiated agreement with the following changes.
- Item number one is a pay increase. We'd like to ask for steps and lanes and then have a discussion about percentage of pay increased pending state monies and what's available.
- Item number two is just to clean up language for that additional flex day that we added to last year's calendar. There was some confusion about it and we wanted to just clean it up and get it in there in a way that was usable and easy.
- Number three is to increase the ag teacher's extended contract from 30 to 40 days. Additional funding will come from the state for use for CTE ag programs and current grants.
- And then number four is money sent to the district for dual credit courses will pass through to the instructors.

Pam Hilliard stated okay. Do you want to go into any details on these?

Crystal Tibbals stated we sure can if you'd like to.

Pam Hilliard stated Sure.

Crystal Tibbals stated so I have some support documents for items one, three and four. So let's look at item number three. So this one is for the ag teacher's extended contract from 30 to 40 days. So last year this was an item that we discussed and we just needed more information on. And so what I'm passing out right now shows the areas other ag teachers and what programs are available on the number of

days that they work and the number of teachers that they have. So that just shows what's kind of going on there. On the back it has a breakdown of the hours for the position here. And it says it's for the 24-25 school year. So this is already a 40 hour time breakdown of what it would look like for the full school year. So there's a lot to look at there. I don't. I was surprised to see some of the information on the front side of it where it talks about the number of teachers and the number of hours.

Pam Hilliard stated and you're saying here that the cost if we went from 30 to 40 days would be paid for by the CTE program?

Crystal Tibbals state yes, there'd be no additional cost to the district. So one of the things that was asked of Mr. Hoffman last year was how is it paid for everywhere else? What's going on everywhere else? And when he really dug into all of that he found that most of it was added cost and it was pulled from the grants and the CTE monies already rather than the district supporting additionally that way. He does have concerns that as his pay increases that it won't be enough to cover. However that isn't a current problem. And we have always had the grants and there is enough money at this time. And so like I said he found that most of them are covered that way already and that's the direction that it needs to maintain for now.

Pam Hilliard stated do you know where that money is going now if we've got it but we're not using it for a salary?

Crystal Tibbals stated I don't have that information and he's out of town this week. So when we scheduled this he's like I won't be there. We're like well we're usually not done in one night anyway. So we will definitely try to pull you in on the next one.

Pam Hilliard stated does anyone have questions about this? I think one of the things we were talking about last year is what is expected per his job description?

Crystal Tibbals stated right.

Pam Hilliard stated are the additional hours expected? Are all of this, everything he's got here is this what's required of him or something that's an option? I don't know if we got that figured it out? We do have it figured out? Mm-hmm.

Klaire Vogt stated can I see it? Sure. So just well figured out. What we know now is what this year is what I've done is I've taken well no for two years now we've had him submit what he's doing over the summer and what has been asked of to be done and then we've taken the ag contract and then we've taken our job description and then FFA job description and then we've reviewed that throughout this year submitted it to it and then what we've done is what we found is there was a gap there. And the gap was there was no direction on where what was asked to be done. So when you look at classroom activities cleaning out the shop that's a job that's a that's a something that should be done daily and then we're finding that we're doing that over the summer. We all did the Harry Wong training. That was asked of everybody to do within our contract. He was adding that into extras. And then as we the board had talked about a few times excuse me and the projects I don't know what they're called. There's the specific projects there the FFA ones where they go weigh the pigs or the cows. The big ones. The ones they watch over the summer.

The ones weigh in the way in over the summer. Those were not priority. Those yeah that's FFA. So you have two contracts here that you're looking at and there's been a melding of the activities. The CTE professional development with the IATA summer conference. Phenomenal the case one. Phenomenal. That goes directly back to his job of ag teacher. Not FFA. So does that make sense and a lot of those hours were blending and doubling up. So that's where we went through all of this in we just reviewed it. Hey do you have any questions? Where's the direction? Then we found out that there two years ago there was no direction in it. Gather the data. So that's what we did last year. Gather. Find out what is it? What is it? What do we want them to do? What's the district want them to do? And that's where now Mr. Dail is looking at let's meet. Well so the other piece is the CTE group has gone like the math team, the science teams have aligned what the goals are. And same with CTE and the pathway and then what those requirements are. So he's got a case curriculum I think is what they call a case and that is an intense one. That's a professional development one. That directly impacts, I don't see it on here specifically, that directly impacts that piece of an ag job description which would be in those 30 days or 30 hours. And to be honest with you when we looked at these I'm like you really spend an eight hour day doing that. And that doesn't mean I'm trying to be like suspicious or that I'm not trusting that it is. Some of those didn't jive. So that was the first year. The second year when we went back through we gave him these are the things you need to hit. And he hit him.

Crystal Tibbals stated Is that what this reflects then?

Klaire Vogt stated yes and no.

Crystal Tibbals stated okay.

Pam Hilliard stated sorry you're saying that he's taking on and doing some extra stuff. That's not required of him. And now wanting more money.

Klaire Vogt stated so the clarification of what is supposed to be doing being done. That the board has outlined saying these are what the FFA pieces are. This is what the ag business or ag CTE piece is supposed to be doing. They're blending. They're overlapping. It's not necessarily any is getting it done in 30 hours. If you were to count those. That's what we come up throughout the year. Unless there's something I'm missing.

Crystal Tibbals stated so he'll definitely need to be here to speak to that piece.

Klaire Vogt stated he can. Yeah. But then the other pieces I've been to the FFA meetings, the advisory meetings. And there's a lot of time that's like out of that they're like I said we're blending FFA and ag. And so when it's overnight stays. They're counting all of those hours. Which that's not a conversation that's been said. It's some districts do that. Some districts don't. So when you look at all of these. Some districts do. Some districts don't.

Pam Hilliard stated as far as paying for all those days.

Klaire Vogt stated yeah. So when it's tracking the actual hours. That's not a consistent thing throughout districts. So when we compare to other districts, they'll talk about Southern Idaho. One will be doing 40 hours. And then we talk about well Potlatch I think it's 40. Yeah.

Crystal Tibbals stated Potlatch is 40. And then. Genesee and Kendrick is 40. But like. 22 teachers. I don't know why. There's no. Yeah, there's no. Yeah, there's no.

Crystal Tibbals stated and I did ask him when we were talking about the. When we got this. So I'm like, so there are four teachers in Jerome. There's four different teachers and they each get 30 hours. And he said yes. And this IQPS grant thing. And that's where a lot of them are funded. That's not guaranteed. That's a competitive one every year.

Crystal Tibbals state right.

Klaire Vogt stated and so. To say that that is going to pay for that. That's a little unnerving because that's a it's competitive. It is every year, whether you get it or not. You don't know.

Pam Hilliard stated so would it be something you'll bank on? If he got that, he could work more hours and be paid for it.

Klaire Vogt stated I don't see why not. But what I'm finding is there's that we need more alignment on what are the duties because as we saw in some of the discussions with FFA stuff. There are a lot of things behind the scenes that are like the bank with some alumni meetings and other board pieces. But that's under FFA camp. That's a separate contract. And then that's, then you have ag. That is a separate contract.

Pam Hilliard stated so he needs to be tracking his hours separate by what he's contracted for.

Klaire Vogt stated yeah, I think, but that's where if you're going to, if you're going to mix them, then you got it. We got to figure out that. What's the total cost there? Or what's the total payout?

Pam Hilliard stated and then he should be doing what's.

Klaire Vogt stated I mean, it's exciting if he wants to, he's wanting to add more time. But is it time that is being spent on this one that the district has hired him to do? And that's where we found throughout this year that it was fractured. It's getting dialed in. And I think the first year it was, well, we've never done it that way. Well, no, welcome to where we are. We don't know. We don't know. Yeah.

Matthew Bruns stated Just a point of clarification, just to make sure I heard you correctly before, did you say that a meeting has been scheduled with Mr. Hoffman and we have administrators to discuss, I guess, what those duties are? Has that been scheduled?

Klaire Vogt stated for this year? Or have they had it?

Matthew Bruns stated Just in general, I guess.

Klaire Vogt stated yes. Yeah. Okay. Yeah.

Matthew Bruns stated so they have had some discussion about that.

Klaire Vogt stated yeah. And that's where it started. And that's where it was like, well, let's find out what we're doing over the summer. Because I can tell you some straw sales, some straw, straw, what they call it, straw. They were going out and gathering a lot of straw and harvesting straw and selling it. And not to be mean, but that was held against him for a long time that he wasn't doing it. Yeah.

Pam Hilliard stated yeah. I've heard that too, where some they're doing it as a fundraiser.

Matthew Bruns stated historically, yes. They did that over the summer as a fundraiser. Yeah.

Pam Hilliard stated but he wasn't doing it.

Klaire Vogt stated right. So then he didn't do it. So I can tell you behind the scenes, that was being held against him that he wasn't. So that was like, find out what we're doing. So the first year was just gather what, so then that's when we gathered, like cleaning out the shop. That is a hard one. That's, I understand the organization, but cleaning out the shop, that's our responsibility every day. Clean it up, put your tools away. Right. Now, I know that he was left with a nice little nest of stuff. Nest. Yes. Gathering of materials. That should be a piece of, if that's what we want him to do over the summer, that's what has to be directed, I think. And does that make sense, what I'm saying here? I can spend a lot of time, like I can spend 30 hours doing a project, but that doesn't mean that I'm getting paid for 30 hours of it. So I understand where he's coming from, because he puts his heart and soul into this. But I also understand what is it you're asked to do? What is the, in the job description?

Pam Hilliard stated and it seems like that's what should be tracked here to determine whether he's working more hours than he's getting paid for. That's what is being assigned to him.

Klaire Vogt stated the assigned to the piece. Duties,

Crystal Tibbals stated got it. Yeah, and I'm happy to talk to him. I don't know enough. I don't know enough. I can tell you to be, to be, to speak to that personally. I don't know enough to speak to that personally. I don't know if.

Klaire Vogt stated now that we have CTE in the pathway identified, it's been huge. The workforce readiness, the leadership piece, that's huge. And there are some things that he needs to go to. And he should get credit for that, by all means. But they need to be in there. And then he also has to give himself permission that this piece is not what

Pam Hilliard stated he should be able to say no.

Klaire Vogt stated Yeah. Exactly. And I think that's a hard part with an ag teacher. They get pulled in a lot of different directions. A lot.

Crystal Tibbals stated but it does feel very blended. Like it probably does feel like it all overlaps and blends.

Klaire Vogt stated yeah. Okay. So a lot of confusion. Yeah. But a lot of, it's a good thing. It's a good thing that we're looking at. But is the need there? I don't know.

Pam Hilliard stated well, and I think, you know, we can't keep up in and up in and up in the expectation of a teacher to work, you know, 70 hours a week. So at some point you have to cut it off and say, this is what the job is. This is what they do. These are the expectations. This is what the expectation is. They will pay you for this. You choose to do something on your own. That's on your own. But you're not going to keep paying more and more. Because we could expect you guys to all work, you know, 70 hour weeks. Yeah. And some of you may. Some do. And some don't.

Crystal Tibbals stated so, okay. So we definitely need Sam present to speak to some of those items.

Pam Hilliard stated that he needs to come prepared with, you know, it seems like, I mean, obviously we had this conversation last year too. And we just keep kind of going round and round with it. But he needs to be prepared with looking at his job duties.

Crystal Tibbals stated well, and I think we really need the difference between what's ag and what's FFA and like a comparative.

Pam Hilliard stated and how they can be compared to the contract and what's expected. And show us there, not maybe everything he does, but everything that we're telling him he needs to do and how much hours that's taking.

Crystal Tibbals stated okay. And that's clarification for me. Cause I'm like, I need your stuff. I need your stuff. And this looks really good. Official. All the hours and all the things. This looks great and I told him that this is very helpful for me to have that visual of these are the surrounding areas, these are the ones that have similar programs, this is what is established in other districts. So that was helpful for me.

Klaire Vogt stated size-wise every single one of these groups are different. They're a different focus there in a different, you go to potlatch and that is a whole other world of a ag than it is. That's all forestry. Stuff. I mean, they hit hard on that stuff. Yeah. You go to Genesee. It's different, it's not like standardized to specific.

Crystal Tibbals stated there's so many different options.

Klaire Vogt stated although we did pick leadership and we did pick and workforce readiness so that those are. That is a pathway that's very specific to our school. That's why I said it's not a cut and dry. And then there's just a lot of pushing and pulling. I mean I feel bad for him in some sense. He's got to have permission to say this is a yes and this is a no. He usually nods. Yeah. Got it. But we do have, we did review that all year. We've given, we've looked at, because seriously we want that, we, our program excels so we want to support that. Not we, they, all of us, everybody in this district. But that has been one thing that you guys have reviewed.

Pam Hilliard stated and we don't want to take away from other programs just to keep growing one program.

Klaire Vogt stated that's good. Okay. If he needs the FFA job description, we have it on file and the teaching description. So if he needs the physical copy.

Crystal Tibbals stated yeah. Well, I'll probably just share the minutes that way. He knows exactly what our conversation was. And if he needs more clarification on what we need to have, then we can go from there. I mean, it's an open meeting. It doesn't matter that way. There's no more. I don't know what they need or, you know, there's just, let's just be done. Figure it out and move forward. So item number four on our list was money sent to the district for dual credit courses will pass through to the instructors. So at this time, monies that are sent to the district are put into an account.

Matthew Bruns stated an account. And it labeled, like for instance, the classes that I teach, those monies go to a math and science account. I think Krystal's monies go into that same account.

Crystal Tibbals stated okay. And so, and having conversation and looking around, so your support materials speak to a lot of that. So what we have for you here is the negotiated agreement for both Moscow and White Pine School District that has the monies moving in for the teachers. And then some email correspondence about how we would go about making these changes and just how much is actually paid to the program and things like that. And because I'm not a dual credit teacher, I asked a bunch of questions when we started. I'm like, so what exactly is needed to be a dual credit teacher? Because this is a big service we add to our kids and it brings a lot of prestige to our school. And I know that my own child went to high school and after, or went to college and after semester, he's already a sophomore because of all the dual credit that he received here. And I was told that you need to have a master's in that subject area. There is additional professional development that is required every year with the supervising teacher. You have to fill out paperwork. There's also in-person observations that are done in coordination with the university. So it requires a lot of time outside of their normal work day in addition to is what I found out. So yeah.

Pam Hilliard stated where does the money go now? It was for the account, but what happens with that account?

Crystal Tibbals stated they can access their account for supplies. For the classroom programs with math and science. I think they've used it to buy like microscopes and things in the past. There seemed to be a lot of confusion about how much money was there and things like that. Just not upset about it or feeling it was unavailable. It just goes. And in asking questions, it's very common for the teachers to actually receive that money personally to support. Yeah, just to flow through. So again, it wouldn't cost the district any money. It would just flow through it to the teachers. A

Pam Hilliard stated ny questions?

Matthew Bruns stated you'll see it in the packet, but there is some documentation here from Casey Morlin, who's the dual credit advisor, the instructor, or head of the dual credit program at the University of Idaho. There's some correspondence in your packet. I had to get some clarification on that because I wasn't quite sure. So that's included in there.

Crystal Tibbals stated and for sake of space, I did delete some of the very long job description things that come after their title, their name. So that's why that's not completely consistent because I wanted it to fit on one page. Two pages.

Pam Hilliard stated ok. And anything on number two?

Crystal Tibbals stated Just number two, I want to have a conversation about it because it was we negotiated for the extra day. I heard a lot of positive things about the extra day. Being a flex day was really good. And then there was confusion on when it was being paid. And I didn't notice it wasn't being paid. And Matt caught that it wasn't. So we did it as a bonus later on. So it just seemed to make sense to revisit that and clean up the language. I don't. And I wanted Theresa to definitely be part of that conversations since she's our numbers lady.

Pam Hilliard stated are you looking for it right now?

Klaire Vogt stated yes. I don't remember what section it is. Do you remember? Is it noted on your notes?

Crystal Tibbals stated no, it is not.

Klaire Vogt stated I don't have control F.

Crystal Tibbals stated and I don't have last year stuff with me. Which we had it. It's like under work day.

Matthew Bruns stated are you looking for the language?

Crystal Tibbals stated yes.

Matthew Bruns stated I have a right here.

Crystal Tibbals stated what number is it?

Matthew Bruns stated it is 7.02.

Klaire Vogt stated Page 18.

Crystal Tibbals stated Got it. I'll just make us a packet of that agreement. That's great.

Klaire Vogt stated 7.02.

Pam Hilliard stated so you don't have proposed language of how you want it changed.

Crystal Tibbals stated I put some examples, but I'm not a language ease person. I just put like to be paid as a bonus day in September, but then our contract would so read we work 178 days for the amount. You're better at this than me.

Matthew Bruns stated so what happened during this academic year was the contracts were sent out for 179 days and with that extra day added on. But the total reflected in the contract was only reflective of the base salary on 178 days. So by having it at 179 days when the hourly calculation was made for an employee's hourly rate, it actually lowered it a little bit. Wasn't significant, but there was a difference there. So we just want to make sure that that's accurate and reflective of the days worked.

Crystal Tibbals stated so if we need to like,

Pam Hilliard stated should the salary go up by that additional day or the day go down?

Crystal Tibbals stated right. We just want it to all be on. And you may absolutely have thoughts on it already.

Theresa Priebe stated it's taken care of.

Pam Hilliard stated can you say more?

Theresa Priebe stated the salary schedule has been adjusted to reflect that \$8,000 or whatever that was paid out and everyone's been paid.

Klaire Vogt stated that was a simple oversight. We're glad you caught it. So when we went back and looked like, oh dang, it's not there. Thinking it was there. So it should say 179 and have that full total in the salary schedule. It's embedded in there now. So it won't be a bonus day.

Crystal Tibbals stated so it would be the second. Or add an additional day to each salary and then divide that by the 179 days. So we just did that. The daily rate of pay was added to each person's.

Theresa Priebe stated yeah, I paid everybody their daily rate. And then I went in and I made that adjustment in the salary schedule.

Crystal Tibbals stated perfect.

Theresa Priebe stated so that it will carry forward now.

Crystal Tibbals stated so it's already done. Yeah, and the language, how is the language in there? With the new language, it just says 179 with one day being a flex day. Yep, okay, perfect.

Pam Hilliard stated so do we need to initial that? That's not really a change to the contract.

Crystal Tibbals stated no, it's not. It was just clarification.

Klaire Vogt stated definitely, do you have a clean copy?

Crystal Tibbals stated oh, you have a clean copy? Do you have a clean copy of this? Yes. I sure do.

Klaire Vogt stated that'll be our initial one.

Crystal Tibbals stated I made like 18 of them.

Pam Hilliard stated okay, so that one's done. Pay increases. Talking about what you're thinking there.

Crystal Tibbals stated pay increases. I don't know, last year we had a pot of money. Like this is how much money we have. And so Krystal crunched a bunch of numbers for us. And so we have everything from three to five, ready to go as far as what it costs and what that's gonna look like. And I wasn't sure where we were. With what was coming from the state, if we know what's coming from the state. We were guessing a little on longevity pay things based on where we're at. So this is just the quick snapshot of where we are for that. So it has our current and then the 3% all the way up to a 5%. And we have some staff changes. And so that's also an unknown moving into next year because two of the staff changes were higher, more experience paid, higher paid more experience, which affects all the different pieces that play into that. And so, yeah.

(Audience) Krystal Kovisto stated I make a comment on that at the bottom. It says could be in area up to \$12,000. That's assuming if we hire somebody in a very far right column. So that's the master's plus point. Also if they're like maxed out versus beginning. On their first year. Versus beginning, got it.

Crystal Tibbals stated versus the beginning. Got it, got it. Thank you for that.

Krystal Kovisto stated that's \$12,000 very easily.

Pam Hilliard stated did you wanna discuss anything?

Klaire Vogt stated we can't, do you want it or do you want caucus? No, not to add. Okay. All right. Sorry.

Pam Hilliard stated you guys have any questions before the caucus? Okay.

Crystal Tibbals stated so do you have a proposal? It was on your agenda. You had a proposal for us as well.

Pam Hilliard stated yes, we do have a proposal before the caucus or caucus on theirs. So do you guys?

Lisa Hunter stated I think we should do theirs too? Yeah. Let me, you can sit the same time. Okay.

Pam Hilliard stated I know you gave it to me. All right. This is on extracurricular assignments. And I'll let Klaire review this.

Klaire Vogt stated oh yeah. Just cleaned up the language throughout the year. This year this came up a few times. And like one example, not just one, but the example I used in here in the rationale is like the community carnival that they did over the high school. So you have somebody that's advising and they're coming up with an activity to do at night, which is great, but then how do you compensate for it or do you compensate for it? Or is that just part of what we do? You know, that type of thing. So this clip, and then when we looked at the old language, which was like elementary teachers says \$30 for a concert program duty. Secondary teachers will receive \$30 in that for game duty. What if an elementary teacher wants to do game duty? Because we've been asked before to, you know, so it was like clean it up teachers, **shell**, whether you're elementary or not, and not limit those pieces of a different activity to be any specific anywhere. It's, it would have to be pre-approved. So somebody's like, I'm having a star night for myself. You know, I'm having star nights. Now remember, we've talked about star nights. Yes. So if we have star night and we're just having that out of the blue, if it's pre-approved and it's agreed upon and it's in our budget, what's planned for, then we can pay that. But if it's somebody like, no, I just want to see the stars when I have cool telescope and we want to have people in, that's different. Does that make sense? And then it's not, then the parameters are set of how many hours, but we also have to keep in mind that there are some that work on a project for six hours and some that can get it done in an hour. Line those out prior to an event so that it's agreed upon before it's expected. Does that make sense? So if I said the carnival one and I said, well, I drove to Lewiston to URM to go get some supplies, but then I ran over to the post office and I'm counting from the minute I left here to there versus no, like we set up, we cleaned up. It just needs to be cleaned up to where everybody's on the same page prior to an event. Does that make sense? It's planned.

Pam Hilliard stated it's planned. It's advanced if it's going to be covered financially. Right.

Klaire Vogt stated and so that's that last paragraph there. The teacher's required. So if you're planning an event with the kids, especially at the junior senior high and you're having this, you know, you're advising them on this and then you say, I'm not coming. We can't do an event without it, right? So that's the event that I'm talking about where you would have to have that planned and pre-approved and it would be part of that agreement, those extra hours. Okay. Like for our concerts at the elementary, they're an hour. We come in and supervise. And it's really that concentrating on the supervision piece of it.

Crystal Tibbals stated yeah, cause we're definitely working. Yeah. Definitely working and smiling, working and smiling. Yes, me.

Pam Hilliard stated any questions on that? Okay. How about if we caucus for a bit?

Crystal Tibbals stated sure.

Pam Hilliard stated all right. Welcome back. You said you had some questions on the 179.

Crystal Tibbals stated I'm going to refer to my cohorts here to help with us cause I'm having trouble wrapping my head around the 179 days.

Pam Hilliard stated and we're like 30 seconds from five o'clock. Are you guys okay going longer or do we need to just table everything?

Matthew Bruns stated and we can continue our conversation during the next meeting as well due to time limitation.

Klaire Vogt stated so is that a yes? Yeah.

Pam Hilliard stated what do you want to do? Do you want to table everything?

Crystal Tibbals stated I think it's a longer conversation and it would be better to wait for next time. And that could be me because I'm struggling to really understand all the questions. So we're seeking more understanding and clarity. Okay.

Pam Hilliard stated so I think we need to set another date. Sure. Okay. Two weeks out?

Klaire Vogt stated yeah cause Theresa's gonna be there now.

Crystal Tibbals stated so we're looking two weeks out. Would that be the very last week of March?

Klaire Vogt stated how about April?

Crystal Tibbals stated April. I meant April. April. I'm conferring with Sam which is why all I follow because I think he really needs to be here.

Klaire Vogt stated a couple things with that is the post-legislative tour is the first. And it's Thursday. Right?

Crystal Tibbals stated yeah so would it be wise to go after that?

Klaire Vogt stated you're gonna get the logistics of some of this. S

Crystal Tibbals stated so let's do it the week after that.

Klaire Vogt stated yeah. Well in hopes. We're gonna get all the logistics.

Pam Hilliard stated how about May 8th. You back?

Theresa Priebe stated possibly. I don't know. Maybe.

Klaire Vogt stated we're gonna go with hopes so. The Thursday.

Pam Hilliard stated May 8th, it's the Thursday.

Klaire Vogt stated give it a go.

Pam Hilliard stated Four o'clock.

Crystal Tibbals stated sounds good.

Klaire Vogt stated make sure I got it.

May 8th.

Pam Hilliard stated Is that a yes?

Crystal Tibbals stated that works for him as well. It works for all of us.

Pam Hilliard stated okay the one thing about Sam we think instead of having individual people come and testify that you guys should bring information to us from him instead of having him in person.

Crystal Tibbals stated okay.

Pam Hilliard stated so if he can put together something like we discussed.

Crystal Tibbals stated my only question with that was that I feel like I keep thinking we have that and then we don't. Yeah I think we don't. And then I think we have it and then we don't. And so that's my hesitation in why it would be nice to have him come speak to that. But I do understand why you're asking that as well because that's not procedure at all.

Pam Hilliard stated that's why getting all the people wanting to come to us to find. Not sure that that's the appropriate thing to do.

Crystal Tibbals stated so how do we.

Klaire Vogt stated I don't know if we can. And I can look that up but I don't know if that can have somebody come to that piece. That's why they have to come through the chief negotiator and then you speak, you assign them to speak to it. Yeah. Could be wrong but it's like there is a procedural.

Crystal Tibbals stated here is absolutely a procedural piece. I just, that's my concern is that I keep thinking we're getting it. So let's make sure we have. And we're not.

Klaire Vogt stated the FFA job description, ag description. Not what he has. Well, you can bring the journal again. We would need what is the expectations of the summer pieces.

Pam Hilliard stated yeah. Well, like those 10 days. We can get those two. The extra 10 days. Yeah.

Crystal Tibbals stated what would they be used for?

Pam Hilliard stated well, and I don't think that. I think to me that job descriptions, those two job descriptions and how many hours it takes to do each of those job descriptions.

Crystal Tibbals stated outside of the standard work day.

Klaire Vogt stated That's. Yes and no because FFA one is not within the work day. It is a supplemental. So that's why you probably need to look at that.

Crystal Tibbals stated okay.

Pam Hilliard stated does that make sense?

Crystal Tibbals stated absolutely. Okay. I think it does. I think it does.

Pam Hilliard stated any questions. 4-5p.m. on the 8th of May.

Meeting adjourned at 5:05 p.m.

Pam Hilliard, District Negotiator

Crystal Tibbals, TEA Negotiator