



Thompson School District Negotiations Session #1- Summary

February 24, 2021

Virtual Meeting

8:00 a.m.

Susan Sparks, Facilitator

WORK PRODUCT

Welcome:

Attendees:

Dr. Bill Siebers - Chief Human Resource Officer

Dawne Huckaby - Chief Academic Officer

Ms. Charlie Carter - Executive Director

Student Support Services

Mr. Thomas Texeira - Director, Human Resources

Dr. Melissa Schneider - Director Professional Development

Todd Ball - High School Principal

Brandy Grieves - Middle School Principal

Valerie Lara-Black - Elementary School Principal

Mr. Andy Crisman - President

Ms. Kayla Steele - Vice President

Ms. Janet Kincaid - Teacher Berthoud ES

Ms. Kim McKee - Teacher Mountain View HS

Ms. Jill Date - Instructional Coach Sarah Milner ES

Ms. Chrissy Marshall - Teacher Loveland HS

Ms. Sue Teumer, Teacher - Lucile Erwin MS

Mr. Jonathan Talan - Teacher Lincoln/Ponderosa

Purpose:

Create solutions and recommendations for 2021-22 school year negotiated items

1. How can we provide opportunities for effective professional development within the district?
2. How do we create a system that maximizes teachers' ability to shape their own professional activities?
3. How do we provide a continuum of services that ensure a safe learning and teaching environment to meet the needs of a diverse student population?
4. What are the quality learning and working conditions for specialized programs and schools, including K-8 schools?
5. How do we structure time within the contract day to maximize student learning and teacher effectiveness?
6. How can we recruit and retain highly qualified and effective professionals?
7. How do we address Memorandum of Understanding cleanup?

Agenda:

- **Welcome and purpose**

- **Check-in and expectations**

February 24, 2021 Negotiations Meeting will be done by 12:00 p.m. due to parent-teacher conferences

- **Financial Update – Gordon Jones, CFO**

- Preliminary overview of where we're at with budget
 - Actual Funded Pupil Count (FPC) is lower: At-risk pupil count is lower
 - Decrease in total program funding from state for 2020-21 budget
 - Decrease in sales revenue
 - SB21-053 proposes that the original state appropriation amount remain the same
 - Reduce Budget Stabilization Factor (BSF) by \$121.4 million
 - Proposed TSD Per Pupil Revenue (PPR), after rescission \$7,715 vs original PPR of \$7,662 (increase of \$53 per funded pupil)
 - 2020-21 TSD lost 1,026 students: Projections 2021-22 see increase of 517 students, but still 509 students below budgeted amount
 - Use of <\$3.0M reserves associated with lower student count than budgeted
 - Mill Levy Override (MLO) for 1999 and 2006 are at capacity ~ no more revenue
 - 2018 MLO - decrease in overall district Assessed Valuation (AV) by \$92.3M (-3.83%) resulting in -\$701K less revenue

- Health, dental and life (HDL) insurance premium increase 4.5% to be absorbed by district
- Employer contribution of \$8,913/year per 1.0 FTE ~ \$14.9M annual employer expense
- Property and liability insurance increase 5% (additional property associated with bond projects)
- Staffing for Riverview PK-8
- 2 furlough days that resulted in savings to general fund in 2020-21, covered with stimulus funds
- Increase in cost for out-of-district placements of Special Ed students

Relationships matter.

Together, we collaborate and create solutions to 2021-22 negotiation questions.

- **2021-22 Norms Discussion**
 - Use consensus: conduct temperature checks along the way
 - Understanding of consensus: nothing is agreed upon until the end (Interest Based)
 - Norms for visitors
- **We will...**
 - Keep a broad view.
 - Be good representatives and remember our audiences who are not in the room.
 - Be on time.
 - Provide notification and catch up if absent.
 - Understand and follow small group and visitor protocols.
 - Keep focused on purpose and Interest-based process.
 - Be present and participate in the work.
 - Take care of personal needs.
 - Communicate to the public through a spokesperson.
 - Use consensus and conduct temperature checks along the way.
 - Honor small group and committee work.
 - Keep in mind that we don't agree on anything until we agree on everything.
 - Listen to understand first and respond second.
 - Honor talking time. All voices need to be heard.
 - Ok to voice strong opinions.
 - Take risks.
 - Use your voice; all voices have space to contribute.
 - Ask questions and seek clarification as needed.
 - Presume positive intent.
 - Treat others with respect and value all voices and perspective.
 - Respect others' opinions and experience.
 - Keep a sense of humor!
 - Celebrate successes!
 - Support the work of the group and agreements.

2 & 2 Oversight Committee Update

- The committee worked to finalize critical questions
- **Review and approve Protocols for 2021-22 MOU**
 - Large Group reviewed and approved all negotiations protocols with no changes.
- **Communication**
 - Protocol 27 - The 2 + 2 Oversight Committee will identify the group which will be responsible for informing staff and community about negotiations.
 - Executive Administrative Assistant – HR and CCR will communicate this information.

- **Caucus and Small Groups**
 - Caucus - like groups
 - Purpose to hear others, take a breather, summarize and talk to the team
 - Small groups - are mixed groups
 - Purpose to collaborate and hear others ideas

- **Environmental Scan**
 - Federal funds coming to TSD through SR2
 - Digital Teaching and Learning Task Force
 - Changes to State requirements for licensing
 - New equity policies

Where would the group like to start?

Question 7

- How do we address Memorandum of Understanding cleanup?

Future Timelines

- Future Negotiations Meeting Dates
 - March 4, 2021 – 8:00 a.m. to 4:00 p.m. Virtual
 - March 31, 2021 – 8:00 a.m. to 4:00 p.m., Board Room, Room 132 and 141
 - April 8, 2021 – 8:00 a.m. to 4:00 p.m., Board Room, Room 132 and Room 141
 - April 9, 2021 – 8:00 a.m. to 4:00 p.m., Board Room, Room 132 and Room 141
 - April 29, 2021 – 8:00 a.m. to 4:00 p.m., Board Room, Room 132 and Room 141
 - April 30, 2021 – 8:00 a.m. to 4:00 p.m., Board Room, Room 132 and Room 141

Next Steps...

- Rank Critical questions

Question 3:

How do we provide a continuum of services that ensure a safe learning and teaching environment to meet the needs of a diverse student population?

Question 4:

What are the quality learning and working conditions for specialized programs and schools, including K-8 schools?

Question 1:

How can we provide opportunities for effective professional development within the district?