Visitors:
Purpose for today:
- Create recommendations for reopening
  **Article 7 – NEGOTIATIONS SCHEDULE AND PROCEDURE**
  **Procedures for Reopening Previous Year’s Compensation Agreement**
    a. If the district outperforms the budget by $1,000,000 or more against the budgeted projections, the 2+2 Oversight Committee will reopen the previous year’s negotiations.

Agenda:
- Welcome
- Check-in and expectations
- Norms
- Interest-Based Negotiation Process
  Story
  Interest
  Options
  Criteria
  Solution
  Agreement
- Continue work from large group
- Straw design conversations
- Critical question 6
  o How can we recruit and retain highly qualified and effective professionals? - [Jamboard](#)
- Closure and check out
Negotiation Protocols

Small Groups

19. The small groups will be responsible for developing options for resolution of the issues assigned to them. They will be expected to present recommendations, which should be in written form, to the large group. The large group will not be limited to options or recommendations from the small groups. Small groups are encouraged to make presentations regarding all assigned issues at the second large group meeting.

20. Small groups will consist of members from each negotiating team. Co-chairs need to be informed when consultants (non-negotiation members) are attending. Consultants may participate in presentations to and discussion with the large group.

21. Small groups will meet as often as necessary to discuss assigned issues. Each member will be expected to attend the scheduled small group meetings.

22. Meetings of the small groups are open to all, with the understanding Norms will be followed, as stated in Protocol 20, subject to legal requirement (with the exception of the Compensation Committee, who may use a facilitator if they choose). Members are free to bring any resource materials to the meetings; however, if possible, copies of these materials should be provided for consideration to the other members at least 24 hours prior to the meeting, in order to enhance the efficiency of the meeting.

23. Small groups whose work affects that of other small groups will communicate with each other. Each team (TEA/Board of Education) will identify the members who will visit other small groups. Each small group will:

   a. Provide the office of the Human Resources with proposed meeting times/places and the names and phone numbers of contact persons;

   b. Allow the identified or designee members from other small groups to attend its meetings to provide and/or obtain pertinent information and assure coordination of protocols.

24. Committees that continue to work after the close of negotiations will be given a clear charge, a timeline, expected outcomes, and a method of reporting.
Options

- Put some in reserves and some in pockets
- One-time bonuses
- Add to salary schedule (all employee groups)
- August bonus for those who return next year
- Add leave
- Add to base
- Add to cells
- One-time payment(s) “retention bonus” - could be spread out over time
- Signing bonus for new hires
- Retroactive add to cells to 2021-2022 (July 2021-June 2022)
- Save some for capital expenditures and reserves, curriculum purchases, health insurance, PERA
- Add dollars to cells rather than percent in cells
- Creative dollar amounts - position type, number of days worked, based on working conditions (present when other weren’t required)
- Dollars shows up on salary schedule so that others (see what true package is one-time and regular salary)
- Adjust slope
- Percentage based on longevity/years of service
- Retroactive salary increase (base)
- One-time (2-time?) bonus
- Adjusting Appendix K
  - Additional step for individuals
  - Combination of above
- Masters Cohorts for HTF (hard to fill)
  - Psych
  - SLP’s → Agreements, training programs
  - BCBA’s, etc
- Pathways
- Add leave/fund COVID leave
- Address payment for teachers covering for others (ex. $27.22→)
- One-time expenditures (PD, curriculum, facilities, operations, etc)
- Increase salary schedule (dollars or percentage)
Visitor Norms

The Thompson School District and the Board of Education welcome you to the 2022-2023 Negotiation and/or Committee Work Session. Please respect that negotiations is a process intended to contribute to student success and achievement by improving the working conditions, personnel guidelines and policies, and salary and benefits for employees in the district. In addition to improving working conditions and compensation, ideas are generated through negotiations that address issues and obstacles to student achievement, innovation, and reform.

The team will work collaboratively over several weeks and create recommendations to the Board of Education. The discussions evolve over a series of meetings and issues are described and solutions articulated. As a visitor, you may be hearing only part of the conversation. It is important to understand that you may not have all the information. We would ask you to wait for the final recommendations before talking about the content of negotiations in public.

Correspondence and communication about the content and negotiation process, including any updates, will be shared through spokespersons, Andy Crisman and Bill Siebers.

The teams may ask for a Caucus at any time during the meeting. Observation and participation in the Caucus will be by invitation from a group representative.

We respectively request that our visitors:
- Honor confidentiality
- Listen to learn and understand.
- Respect the work of the individuals and the team
- Do not interfere with the conversation or process.

Individuals will be asked to leave if norms are violated.

Thank you for your interest in the 2022-2023 negotiations process.