Thompson School District  
Large Group Negotiations - Session #1  April 12, 2022  
Susan Sparks, Facilitator  
Agenda

<table>
<thead>
<tr>
<th>Administration Committee Members</th>
<th>TEA Committee Members</th>
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<tr>
<td>Dr. Bill Siebers - Chief Human Resources Officer</td>
<td>Andy Crisman - President</td>
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<td>Dawne Huckaby - Chief Academic Officer</td>
<td>Kayla Steele - Vice President</td>
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<td>Charlie Carter - Executive Director Student Support Services</td>
<td>Megan Courtright - Teacher, Berthoud ES</td>
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<td>Dr. Melissa Schneider - Director Professional Development</td>
<td>Kim McKee - Teacher, Mountain View HS</td>
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<td>Tom Texeira - Director Human Resources</td>
<td>Jill Date - Instructional Coach, Sarah Milner ES</td>
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<td>Jason Germain - Principal High School</td>
<td>Christine Marshall - Teacher Loveland HS</td>
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<td>Brandy Grieves - Principal Middle School</td>
<td>Carol Thomas - Teacher, Garfield ES</td>
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<td>Valerie Lara-Black - Principal Elementary School</td>
<td>Sue Teumer - Teacher, Lucile Erwin MS</td>
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**Purpose:**
- Create solutions and recommendations for 2022-2023 in the 2021-2023 Memorandum of Understanding negotiated items:
  1. Compensation
     a. Extra Duty Salary Schedule
     b. Other
  2. Other related items
     a. MOU cleanup
     b. Posting of Professional Staff Vacancies

**Agenda:**
- **Welcome and purpose**
- **Check-in and expectations**
- **2021-23 Norms Discussion**
- **Environmental Scan**
  - Review 2 + 2 Oversight Committee Problem Solving Updates
  - Gordon Jones, CFO, will be available for support
- **Interest-Based Negotiation Process - Compensation**
  - Story
  - Interest
  - Options
  - Criteria
  - Straw Design
  - Agreement
- **Caucus with like groups, if needed**
- **Next Steps....**
- **Closure and check out**

**Future Timelines:**
Tuesday, April 26, 2022  8 a.m. - 4 p.m.
2021-22 Norms
Thompson Negotiations

*Relationships matter.*
*Together, we collaborate and create solutions to 2021 negotiation questions.*

We will...

1. Keep a broad view.
2. Be good representatives and remember our audiences who are not in the room.
3. Be on time.
4. Provide notification and catch up if absent.
5. Understand and follow small group and visitor protocols.
6. Keep focused on purpose and Interest-based process.
7. Be present and participate in the work.
8. Take care of personal needs.
9. Communicate to the public through a spokesperson.
10. Use consensus and conduct temperature checks along the way.
11. Honor small group and committee work.
12. Keep in mind that we don’t agree on anything until we agree on everything.
13. Listen to understand first and respond second.
14. Honor talking time. All voices need to be heard.
15. Ok to voice strong opinions.
16. Take risks.
17. Use your voice; all voices have space to contribute.
18. Ask questions and seek clarification as needed.
19. Presume positive intent.
20. Treat others with respect and value all voices and perspectives.
21. Respect others’ opinions and experience
22. Keep a sense of humor!
23. Celebrate successes!
24. Support the work of the group and agreements.
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.