Welcome:
Attendees:
Dr. Bill Siebers - Chief Human Resource Officer        Mr. Andy Crisman - President
Dawne Huckaby - Chief Academic Officer                Ms. Kayla Steele - Vice President
Dr. Melissa Schneider - Director Professional          Ms. Chrissy Marshall - Teacher  Loveland HS
Development                                            Ms. Kim McKee - Teacher Mountain View HS
Valerie Lara-Black - Elementary School Principal

Purpose:
Create solutions and recommendations for reopening of 2021-2022 negotiations

Article 7 – NEGOTIATIONS SCHEDULE AND PROCEDURE
Procedures for Reopening Previous Year’s Compensation Agreement
a. 5. 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 and purpose
  ○ To review, discuss and create proposed options for large group

● Check-in and expectations

● Review Interest Based Process and Negotiations 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.

   ● Clarification on Small Groups protocol 19 - presentations to large group
     o Presenting will be in typewritten summary form and be shared with large group
   ● Identified Co-chairs of small group
     o Bill Siebers and Kayla Steele

   ● Review of Options
     o Small groups (four each), looked at options from previous large group meeting for commonalities
     o Whole group discussion on commonalities and differences
     o Small group moved the following items to discussion in April
       ■ Add leave/fund COVID leave
       ■ Payment for teachers covering for others
       ■ Masters cohorts for HTF positions
       ■ Adjusting Appendix K

   ● Small Group Options
     o One-time payment in 2021-22
     o Multiple payments through 2022-23
     o Discussion on adding to salary schedule and sustainability
       ■ Add base across the board(%)
       ■ Retroactive for 2021-22?
       ■ Future only (2022-23 forward)
       ■ Add a step (2021-22)
       ■ Adjust the slope
       ■ Cells ($ amount)
       ■ Capital needs/one time
       ■ Reserves
       ■ Benefits cost 22.35% through June 20, up to 22.85% July 1, 2022
     o Board interest is to reward employees for their work during COVID
     o Cost of one time payment in 2022 would be less in 2022 versus 2022-23 due to increase in benefits cost (PERA increase July 1)
     o Discussion on dollars per person versus percentage
     o Bigger one-time dollar/percentage up front
     o What’s our message, recruit or retain?
     o Payment(s) based on FTE, if 1 FTE full amount, .5 FTE half amount
     o Looked at what the most could be for one-time payment

   ● Small Group Consensus
     o Interest in making staff feel valued
     o Proposed one-time payment in May 2022
     o Need to be an employee prior to May 1, 2022
     o Add to reserves
     o Add to capital needs / one-time
Future Tasks

- Bring feedback to large group
- Large group to vote
- BOE and membership ratification

Future Timelines

- Future “reopening” negotiations meeting date(s)
  - February 23, 2022 – 6:00 p.m. to 8:00 p.m.