Thompson School District
Negotiations Session #2 - Summary
April 26, 2022
8:00 a.m. - 4:00 p.m.
Susan Sparks, Facilitator

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
Jason Germain - High School Principal
Brandy Grieves - Middle School Principal
Valerie Lara-Black - Elementary School Principal
Mr. Andy Crisman - President
Ms. Kayla Steele - Vice President
Ms. Carol Thomas - Teacher Garfield 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
Ms. Megan Courtright - Teacher Berthoud ES

Purpose:
- Create solutions and recommendations for 2021-2023 Amendment to 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

Environmental Scan
- Funding for Title 1 and Title 4 is up slightly, Title 2 is down and Title 3 is flat
- PERA increase of .5%
- Gordon Jones, CFO, will be available to provide any necessary support

State budget perspective
- Legislature started January 12, scheduled to end sine die no later than May 11
- Long bill adopted April 14th, sent to governor on April 25. Signature expected either April 26 or 27

Key points
- Includes $182M buydown of budget stabilization factor (BSF)
- TSD share is $5.2M
- Per Pupil Revenue (PPR) prior to rescission - $9043.06 increase of $515.94 from 2021-22 PPR
- PSF bill - companion bill after long bill
- Introduced April 19 to appropriations April 21
- Inflation factor of 3.5% total program funding after application of BSF -Education $8.4B
- Various sections of bill that are included allow carryover of over 15% of READ Act funds
- One year extension for districts to remove American Indian mascots (June 2023)
- SB-127 Special Education funding - in process (moved to house, waiting to go to appropriations)
• Increase in Special Education funding from $1250/student to $1750/student (SpEd identified)
• We do not know potential November ballot issues
• TABOR cap exceeded. Refund to taxpayers $400/single filer, $800/join filers - progressive tax rebate
• Potential 2022 ballot initiatives - keep some TABOR cap refunds in education funding; state tax rate reduction, capping assessed valuations. The last two potential initiatives would put additional pressure on the state budget.
• Timing for 22-127 is May 11

**Update from 2 + 2**
• 2+2 met on April 13 – reflected on negotiations process, what went well and areas to improve
• Put together a list of 25 compensation options and the cost of each option

**Small Group Work Posting Positions - Attachment 6**

**SB19-085 Equal Pay For Equal Work Act**

“The act requires an employer to announce to all employees employment advancement opportunities and job openings and the pay range for the openings.”

**Story:**
- We are in the middle of the process now
- Unaware of positions that were available
- People could move laterally, but process is cumbersome (submit resume, apply)

**Interest:** ~ I have an interest in
- The district not getting sued
- Building reassignments, maintaining a level of transparency
- Making the process easier for internal candidates to keep them in TSD, and I don’t lose out before I know that job exists

**Options:**
- Do what we did this year - email (in building) and Applitrack, attachment to email to explain process
- Post open positions internal/external 5 days - no preference to internal candidates
- Post internal/external at same time
- Prioritize internal candidates
- Post internal for 5 days, then post external for 5 days if not filled
- Educate current staff about hiring process 1x/year - updates
- Standardize process
- Principal email staff as vacancies occur
- Applitrack notification for interest at a building or content area
- Simplified Applitrack process for internal candidates
  - Internal to building - submit name, no SparkHire, no letter of recommendation
  - Internal to district - SparkHire, no letter of recommendation
  - External to district - SparkHire, letter of recommendation
- Clarification on “internal” - internal means the entire district. Law protecting those not having access or (because law is changing-people should be able to apply and not be preferentially treated).
- Cleanup wording in MOU

**Criteria:**
- Legal
- Transparent
- Fair

**Process now:**
- Double check with HR to see if it’s legal
- Use HR as a resource

**Small Group Work - Compensation**

**Options:**
- Steps & columns
- Consistent X percent in steps
- Minimum X percent in steps
- Percent to base
- Dollars to base
- Condense steps 1-5
- Add steps to bottom of columns MA10-MA30
- Add steps to bottom of columns BA00
- Adjust Appendix K (# years)
- Explore schedule w/different percent steps in different cells
- Separating BA105 and MA/PhD into separate columns
- Add recommended extra duty salary schedule positions
- Tie extra duty schedule to Salary Schedule B
- Give a step on Extra Duty Schedule
- Extra days to Instructional Coach contract to plan PD
- Compensate double class coverage
- Compensate planning for vacant positions
- Continuing substitute incentives
- Adding explanation to salary schedule
- Make columns more consistent ($ or %)
- Creating new salary schedule separating our BA and PhD
- Expand mentor program to include all teacher new to district
- Spread Step 10 raise across steps 5-9
- Flexibility in hiring special specialists
- Add Instructional Coaches to all levels

**Discussion:**
- Small group looked at and discussed cost for all 25 options
- Prioritized from high to low
- Small Group agreed on:
  - Steps/columns - $2.6M
  - Explanation on salary schedule
  - Extra days for Instructional Coaches (2 days)
  - Compensate double class coverage
  - Add to Appendix K - 9 or more years Step 13, Return to district Step 15, Hard to fill not to exceed Step 15
  - Adjustment to Attachment 8 and Article 13-2, change to Step 15
  - Extra Duty contracts (CHSAA)
    - E-Sports - 2/each school: 8 contracts - Level 6: Unified Sports - FB/BB move from Level 10 to Level 8 (total $35K)
    - Honor extra duty step ($80K)
- Small Group will talk more about:
  - Appendix K and flexibility in hiring special specialists
  - Add recommended positions to Extra Duty Schedule
  - Give a step to Extra Duty Schedule
  - Tie Extra Duty Schedule to Salary Schedule B (assumes no step)
  - Percentage to base
- Small Group will eliminate the following (eliminate = discuss at a later date)
  - Expand mentor program - will continue current practice
  - Instructional Coach at all levels - address in staffing plans
  - Compensate for vacant positions
  - Separate BA105
  - Create new salary schedule
  - $$ to base
  - Collapsing/adding cells
  - Continue sub incentives - this will happen in HR
  - Extra Duty Contracts discussion - schools can cover other positions
- Small Group continued discussion on Salary Schedule B structure
  - Looked at different options to fix the slope (first and last quadrant)
  - Equalization plan
  - Gordon Jones presented costs for both percentages and dollars to adjust Salary Schedule B

**Next Steps:**
- 3 x 3 group will meet on April 28 to finalize options/costs for Salary Schedule to present at May 4 meeting
- Straw Design for vacancies
- MOU cleanup
Future tasks and timelines
○ Wednesday, May 4, 2022 12:00 - 4:00 p.m.

● Closure and check out -
○ Small groups continued to work without a large group check out