

# The Thompson School District Negotiations Session #9 Summary

May 10, 2021

In-Person Meeting

8:00 a.m.

Susan Sparks, Facilitator

WORK PRODUCT

## **Welcome:**

Attendees:

Dr. Bill Siebers - Chief Human Resource Officer  
Ms. 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  
Mr. Todd Ball - High School Principal  
Ms. Brandy Grieves - Middle School Principal  
Ms. 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 Marshal - 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**
- **Update on Question #1** - How can we provide opportunities for effective professional development within the district? Executive session with Board on May 19, 2021.

## **Discussion:**

### **Question #4 - Review Straw Design**

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

### **Straw Design:**

- Small group reviewed straw design from May 5, 2021
  - Establish a task force to evaluate district online programs moving forward with a recommendation to senior leadership and BOE by the end of October 2021
  - Continuous improvement cycle for all special programs
  - Action team initiated to develop philosophy, vision and purpose of K-8
- Small group reviewed interests, options and criteria and revised straw designs
  - **Establish a task force to evaluate district online programs moving forward with a recommendation to senior leadership and 2 + 2 during the 2021-2022 school year. The task force should keep in mind deadlines such as open enrollment process, FTE allocation and external approvals. The task force should also include a review of the 2020-21 negotiation story and interest on this topic, results of the online learning audit findings and other topics as determined by task force members.**

### **✓ Large group approved.**

- Through ESSER funds for 2021-22, a full-time counselor, secretary and administrator will be hired to support TCO and TOL/SOARS. (Decided outside of the negotiation process.)

- **Establish a task force to meet during the 2021-22 school year to develop a district K-8 philosophy and to examine models, processes, and exemplars that support that philosophy. The task force should keep in mind deadlines such as open enrollment process, FTE allocation, etc. The task force should also include a review of the 2020-21 negotiation story and interest on this topic. The task force will make recommendations to senior leadership and 2 +2.**

✓ **Large group approved.**

- Learning Services and EC-12 coordinators (w/input from ILTs, CCs, and CLs) collaboratively develop a professional development calendar for the first Wednesday collaborative content meeting that addresses the needs of teachers who teach content areas that span multiple grade levels.
- Each task force will inform future continuous improvement processes for the topic.

**Discussion:**

**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?

**Straw Design:**

- Small group discussion and review of straw design from April 30, 2021
  - Tentative agreement document to address the question?
  - SELP Team which included teacher representation - monitor progress and data related to SEL, Behavior and Mental Health including PD opportunities; provide on-going input into program, system and practices
  - Full-time counselors at elementary ~ funded through ESSER II and III for 2021-22 and 2022-23
  - Each school is receiving additional FTE to support student academic and/or behavioral supports through ESSER II resources
  - Increase HS counselor extra days from 8 days to 10 days (ESSER funds?)
- Small group reviewed and reworded straw design to take back to large group
  - Prioritize the 6 SEL/Behavior positions to be included in general fund pending discussion of compensation committee. If not in general fund, recommend utilize ESSER funds
  - Recommend the 3 SEL coach positions to be funded out of ESSER
  - Increase the extra days for HS counselors from 8 days to 10 days @ \$350 = \$10,500 utilizing general fund
  - Maintain a comprehensive SEL, Behavior and Mental Health infrastructure of support with up to 15 FTE
  - Increase extra days for HS counselors from 8 days to 10 days (\$10,500)
- Large group met and gave feedback on wording, asked clarifying questions
- Tentative Agreement Document to address the question
  - **SELP Team, which included teacher representation, monitors data related to SEL, Behavior and Mental Health. The SELP team will provide input into program(s), system(s), practice(s), and professional development.**
  - **Full time counselors at elementary ~ funded through ESSER II and III for 2021-22 and 2022-23 (Decided outside the negotiations process)**
  - **Schools receive additional FTE to support student academic and/or behavioral supports through ESSER II resources (Decided outside the negotiations process)**
  - **Maintain a comprehensive SEL, Behavior and Mental Health infrastructure of support with up to 15 FTE**
  - **Increase the extra days for HS counselors from 8 days to 10 days (~\$10,500)**

✓ **Large group approved.**

**Discussion:**

**Question #5:**

- How do we structure time within the contract day to maximize student learning and teacher effectiveness?
  - Large group added to story ~ secondary ~ ELO time
    - High School Bell Schedule ~ developed in 2019-20 and to be implemented in 2020-21, but COVID put a hold on that
    - 70% of HS staff approved bell schedule proposal in 2019-20
    - 70% vote *didn't* include a non-ELO option
    - Bell schedule creates consistency - provides opportunity for students to travel to/from TCC and not miss school
    - ELO looks different in each school

- ELO is opportunity for students to connect to each other and their teachers
    - Purpose of the time is to support students socially, emotionally, and academically
    - ELO at MVHS has been provided curriculum/materials
    - 440 minutes of plan time is built into schedule and can be difficult to figure out
  - Large group added to story ~ elementary~ soft start, PLC's
    - Soft starts in elementary school
    - PLC's - define what they are, purpose
  - Options Consolidation
    - Define PLC and dedicate time to it
    - Revisit, revise elementary soft start
    - Ensure teachers have 30 minutes before students
    - Ensure teachers have at least 4 before/after school times that are unstructured
    - Compensate teachers for time outside of contract hours
    - Define ELO
    - Revisit ELO time at HS to find ways to include SEL within a block
    - Develop a system to reduce the amount of out of contract time for specialized program meetings that could look at utilizing subs and sub coverage. Subs could provide SEL lessons while teacher is in the specialized program meeting
    - Training for ESS, Counseling, GT and ELD staff to acquire skills to run effective and efficient meetings
  - Elementary Options ~ Soft Start/PLC's
    - Within contract time start at 8:00 a.m.
    - Split between contract time and contact time
    - Eliminate altogether - \*SBSDM in buildings
    - Add a 6th hour/week
    - Engage in PLC 1/week to include evaluation of CFAs to make decisions and plan for instruction
  - Secondary Options - ELO time
    - No change
    - Cut ELO by 18-20 minutes (3/week), add that time into 4 periods, teachers can now teach all 3 ELO's
    - Eliminate ELO as standalone ~ add 15 minutes to each of 4 periods as "soft/start/ends"
  - Specialized Program Options
    - Cluster meetings
    - ESS ~ determine at mutually agreeable time
    - Efficiency in meetings
    - Development of system ~ reduce out of contract time
    - ESS plan time appropriate (esp. secondary) including Gen Ed teacher of of student

**Straw Design:** Elementary:

- **Soft Start will be determined at sites that choose to continue it through SBSDM.**
- **At the August AP/Principal meeting soft start and SBSDM will be a topic for review**
- **During the 21-22 school year, PCC will inventory PLC implementation in the district and reinforce best practices and also identify areas for improvement**

**Straw Design:** High School ELO

- **Cut ELO by 18 minutes (3x/week), add that time into 4 periods. Teachers can now teach all 3 ELO's**

**Straw Design:** Specialized Programs

- **During the 21-22 school year, SSS , GT, and ELD will explore how to provide more in-contract day meeting times within our existing resources.**
- **Provide in-house training to ESS, ELD, GT, and counselors to run efficient meetings (including prep work up front)**






✓ **Large group approved**

**Discussion:**

**Question #6**

- How do we recruit and retain highly qualified and effective professionals?
  - Small group met to discuss compensation
  - Gordon Jones, CFO reviewed budget with small group and answered questions
  - Small group presented compensation to large group

**Straw Design:**

- Steps and Columns
- Restore 2 furlough days  \$3.968M
- Benefits
- 0.7% COLA  \$770K
- 1% one-time  \$1.1M
- Extra Duty Steps  \$82K
- Extra Duty - new positions  \$75-100K

✓ **Large group approved**

**Next Steps**

- Question #7 MOU cleanup ~ ongoing
- Tentative agreement
- Contract language small committee
  - PCC Charges
  - PD
  - Official write-ups on Q#5

**Future Timelines**

- Future Negotiations Meeting Dates
  - Monday, May 24, 2021 8:00 am - 12:00 pm, Boardroom