

The Thompson School District Negotiations Session #9 Summary

May 24, 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**
- **Overview of May 10th meeting**
- **Check in and expectations**
- **Honoring Todd Ball**
 - Small groups reflected on Todd's service to Thompson, as a coach, teacher, Assistant Principal and Principal

Discussion:

Question #1 - Review

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

Board approved Option 3D

- Small group reviewed writing language for Article 16
 - Added professional development days for 2021-22
 - September 24, 2021
 - January 4, 2022
 - February 18, 2022
 - Definition of professional development days

✓ Large Group Approved

Discussion:

Question #4

- What are the quality learning and working conditions for specialized programs and schools, including K-8 schools?
 - Small group work on composition of task force
 - Input from students, parents and diverse populations, other staff as invited by the task force
 - Task force includes
 - Executive Director Teaching/Learning

- Director of Secondary
- One K-8 principal
- One K-8 secretary or registrar
- One para that serves K-8
- EC-3, 3-5 and 6-8 classroom teachers
- K-8 content specialist
- Counselor
- Specialized programs (ESS, GT, ELD)
- TEA appointed rep
- All K-8 schools represented
- Instructional Coach
- 3 parents (diverse age representation)

✓ **Large Group Approved**

Discussion:

Question #5:

- How do we structure time within the contract day to maximize student learning and teacher effectiveness?
 - Small group discussion on “what is” ELO
 - ELO was developed to meet the needs of students
 - Buildings need flexibility in decision making
 - Clarification about plan time ~ non-negotiable 440 for high school
 - ELO wording as follows: ELO will be developed at each building to meet the needs of students

✓ **Large Group Approved**

Discussion:

Question #6

- How do we recruit and retain highly qualified and effective professionals?
 - All new extra duty positions will be included in Extra Duty Salary Schedule
 - MS Cross Country Assistant Coach
 - Boys VB Head Coach
 - Boys VB Asst Coach
 - ES Activities Sponsor
 - HS Activities Sponsor

✓ **Large group approved**

Discussion:

- Article 7 - Negotiations Schedule and Procedure
 - Two-year agreement
 - Contract language small committee
 - MOU cleanup ~ finalize by June 15

✓ **Large Group Approved**

● **Tentative agreements**

- Clean up
- Signatures

● **Negotiations process**

Positives

- Collaboration collegial and professional
- A lot of progress with virtual meetings
 - Everyone heard
 - Respected
 - Functional
- Good work - small group, good balance
- Resources - K8, SEL and CFO
- Questions that took alot of time - good solutions to
- Jamboards ~ tech in person

Work-ons

- More focused questions - less broad
- Determine up front 1 or 2 year agreement
- Move compensation earlier in conversation
- Shared understanding ~ budget study team
 - Analysis, scattergrams, create shared understanding
- Hard to remember when walked away ~ pick back up, push through more