

The Thompson School District

Negotiations Session #8 Summary

May 5, 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**

Discussion:

Questions #1 Review Straw Designs

- How can we provide opportunities for effective professional development within the district?
 - There are 2 options that will be moving forward to the Board
 - Option A-3D and Option A-2D
 - Support for 3D - keeping it consistent with (as a system) long-term
 - 3D is solid, 2D semi-solid with adjustments ~ add PD day without losing instructional time
 - 2D-modified ~ Add 1 extra contract day increase to 186
 - PD day on February 18 ~ elementary ~ per diem, possible ESSER funds if it's training
 - Second day on April 15 ~ elementary ~ pay as stipend (for both days) in January ~ one time money
 - If 2D model moves forward acknowledge elementary for 1 year only
 - Secondary staff would have a non-contact, non-student day
 - 3D with modifier ~ January 4 and September 24 as PD days
 - 3D ~ swap no-contact days to create full week at Thanksgiving
 - 3D adds student-contact day on April 18
 - 3D ~ sustainable with 5 PD days built in calendar ~ 2 in TENS week, September 24, January 4 and February 18

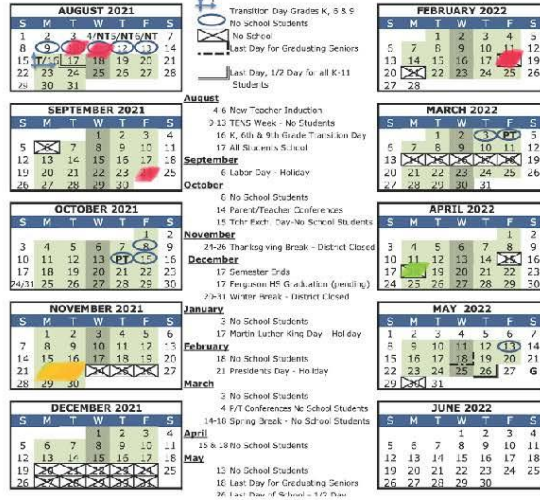
Option A-3D

Red = PD Days

Yellow = no school/no contract

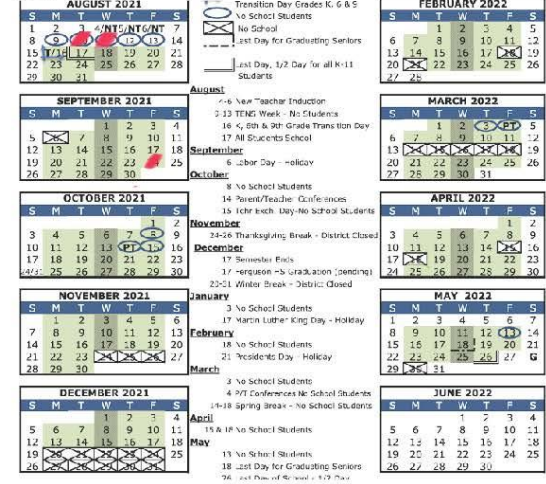
Green = Added student contact day

- Down 3 student contact days
- Adds 3 PD days (in addition to TENS time)
- Affected days: 9/24, 11/22-23, 1/4
- Swaps no-contract days to create a full week of Thanksgiving
- Adds a student contact day on 4/18



Option A-2D

- Down 2 student contact days (lose 9/24 PD day under this one)
- Adds 2 PD days (in addition to TENS time)
- Affected days: 9/24, 1/4
- There will be 2 days of school Thanksgiving week



Straw Design Options:

- Option 1: A-3D
- Option 2: A-2D
- Option 3: A-2D modified
 - February 18 (PD all levels) - becomes a contracted PD day
 - Paid at per diem

✓ Full consensus from large group for the 3 straw designs

• Financial Update - Gordon Jones, CFO

- Highlights of Preliminary General Fund Budget
 - Long Bill has not been adopted ~ minimal amendments will affect funding
 - 2020-21 TSD had 1000 fewer students
 - Approximately 500 students returning to TSD
 - Per Pupil Revenue increase of \$703.13 for 2021-22 to \$8417.46 from 2020-21 \$7714.33
 - District absorbed cost of Health, Dental and Life insurance at a cost of \$680K
 - 2 furlough days added back ~ from 183 to 185 days at a cost of \$1.1M
 - Honoring Steps and columns 2.45% increase (pending negotiations)
 - Staffing at Riverview ~ 30 positions all classifications of employees
 - Use of \$2.1M in reserves due to fewer student revenue

Discussion:

Question #6

- How can we recruit and retain highly qualified and effective professionals?

Added to Story:

- What are other districts doing?
- PSD and SVVSD haven't gotten to it yet
- Westminster/Mapleton - \$55K and \$52K base salary ~ and a 2% - 3% increase including steps and columns
- TSD Steps and columns ~ \$2.4m
- Restore furlough days ~ \$1.1M
- Health, Dental and Life insurance increase ~ \$680K
- New extra duty contracts ~ \$84K

- Q3 Specialists (6FTE-to maintain what we have now) ~ \$460K
- Q3 - 3 Coaches ~ \$230K
- Q3 - additional 2 days for HS counselors
- Potential cost for modification of Q1 A2-D ~ \$500K
- Extra duty steps and columns about ~ \$100K

Options:

- Increase to beginning teacher salary
- Increase to teacher reimbursement
- Increase to PMI ~ if extra duty contracts added to elementary school (3/building) then take increase off list
- Extra duty positions
- Keep full-time permanent substitutes (licensed)
- National Board certification for nurses ~ what other staff need national certification ~ to research all board certified positions, keep as is for now ~ revisit when more information
 - **Already budgeted items**
 - Tuition reimbursement for licensed staff ~ \$125K
 - PMI ~ \$150K ~ heavily dominated by elementary school teachers, not a lot of extra duty contracts
 - Addendum F ~ \$300K
 - Full time licensed subs ~ \$320K
 - Health, dental and life increase ~ \$680K
 - Restoration of furlough days ~ \$1.1M
 - Steps and columns ~ \$2.4M

Straw Design:

- Small group design team for Question #6
- Great conversations ~ still working nothing to report out

Discussion:

Question #4 ~ Review of Straw Designs and continue discussion

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

Added to Story:

- TCO principal oversees 179 kids and staff ~ will also be overseeing TOL/SOARS
- ESSER funds ~ F/T counselor K-12 responsible for scheduling
- F/T interventionist for GT and ESS (not a significant amount of kids)
- TOL/SOARS concerns are addressed for at least next year
- K8 ~ try to keep ES and MS elective staffing as separate models where necessary
- Priorities for electives in each building

Straw Design TOL/SOARS

- 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.
 - Include looking at 2020-21 negotiations story and interest on this topic
 - Results of online learning audit findings and other topics as determined by task force members

✓ Small group agreed to this

Straw Design K8

- Still in progress
 - Ideas captured
 - Continuous improvement cycle for all specialized programs
 - K8 ~ where necessary, 1 MS section year-long roughly equals 4 elementary sections
 - Action team initiated to develop philosophy, vision and purpose of K8

Next Steps

- Finish Question #1, work on #6, #4, #3 and #5
- Environmental scan from Gordon if necessary

Future Timelines

- Future Negotiations Meeting Dates
 - May 10, 2021 - 8:00 a.m. to 4:00 p.m. IN PERSON