Thompson School District
Large Group Negotiations - Reopener Session #1  October 27, 2022
1:00pm-4:00pm

Agenda

<table>
<thead>
<tr>
<th>Administration Committee Members</th>
<th>TEA Committee Members</th>
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<tr>
<td>Dr. Bill Siebers - Chief Human Resources Officer</td>
<td>Andy Crisman - President</td>
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<td>Charlie Carter -Executive Director Student Support Services</td>
<td>Kayla Steele - Vice President</td>
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<td>Dr. Melissa Schneider - Director Professional Development</td>
<td>Megan Courtright- Teacher, Berthoud ES</td>
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<td>Tom Texeira - Director Human Resources</td>
<td>Kim McKee - Teacher, Mountain View HS</td>
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<td>Jason Germain - Principal High School</td>
<td>Jill Date - Instructional Coach, Sarah Milner ES</td>
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<td>Brandy Grieves - Principal Middle School</td>
<td>Christine Marshall - Teacher Loveland HS</td>
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<td>Valerie Lara-Black - Principal Elementary School</td>
<td>Carol Thomas - Teacher, Garfield ES</td>
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<td>Lazlo Hunt - Director of Special Education</td>
<td>Sue Teumer - Teacher, Lucile Erwin MS</td>
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Purpose for today:

- Create solutions and recommendations for reopening of 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
- Check-in and expectations
- **Norms and Protocols**
- Environmental Scan
  - Gordon Jones - CFO
- **Interest-Based Negotiation Process**
  - Story
  - Interest
  - Options
  - Criteria
  - Solution
  - Agreement
- Future Tasks and Timelines
- Closure and check out
Visitor Norms

The Thompson School District and the Board of Education welcome you to the 2022-2023 Negotiation and/or Committee Work Session. Please respect that negotiations is a process intended to contribute to student success and achievement by improving the working conditions, personnel guidelines and policies, and salary and benefits for employees in the district. In addition to improving working conditions and compensation, ideas are generated through negotiations that address issues and obstacles to student achievement, innovation, and reform.

The team will work collaboratively over several weeks and create recommendations to the Board of Education. The discussions evolve over a series of meetings and issues are described and solutions articulated. As a visitor, you may be hearing only part of the conversation. It is important to understand that you may not have all the information. We would ask you to wait for the final recommendations before talking about the content of negotiations in public.

Correspondence and communication about the content and negotiation process, including any updates, will be shared through spokespersons, Andy Crisman and Bill Siebers.

The teams may ask for a Caucus at any time during the meeting. Observation and participation in the Caucus will be by invitation from a group representative.

We respectively request that our visitors:
● Honor confidentiality
● Listen to learn and understand.
● Respect the work of the individuals and the team
● Do not interfere with the conversation or process.

Individuals will be asked to leave if norms are violated.

Thank you for your interest in the 2022-2023 negotiations process.