Welcome:
Attendees:
Dr. Bill Siebers - Chief Human Resource Officer  Mr. Andy Crisman - President
Dr. Melissa Schneider -Chief Academic Officer  Ms. Kayla Steele - Vice President
Ms. Charlie Carter - Executive Director, Student  Ms. Carol Thomas - Teacher Garfield ES
Support Services  Ms. Jill Date - Instructional Coach Sarah Milner ES
Valerie Lara-Black - Elementary School Principal  Ms. Chrissy Marshall - Teacher Loveland HS
Dr. Jason Germain - High School Principal  Ms. Kim McKee - Teacher Mountain View HS
Ms. Brandy Grieves - Middle School Principal  Ms. Sue Teumer - Teacher Lucile Erwin MS
Mr. Lazlo Hunt - Director of Student Support Services  Ms. Megan Courtright - Teacher Berthoud ES

Purpose:
Create solutions and recommendations for reopening of 2021-2022 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
  - To review, discuss and create proposed options for large group

- Check-in and expectations

Review Small Group Work
- Small group met on November 8th from 8:00 a.m. - 12:30 p.m.
- Went through options from large group meeting on November 4th and categorized them into 3 groups
  - Compensation
  - Staffing
  - Programs
- Talked about pros and cons, of each and prioritized options into:
  - Discuss now
  - Move to April - negotiations
  - Postpone
- Small Group reviewed Options with Large Group
  - Option A
    - Add percentage to base (would be on-going commitment)
  - Option B
    - Add percentage to base
    - Stipend
  - Option C
    - Stipend only
Large Group reviewed Options. Conversation opened for clarifying questions

- Option A: payments would start in January 8 payments or one lump sum at end of year?
  - The whole idea would change starting now. Entire salary schedule would change ahead of hiring season
- Percent to base ~ dollar value
  - Worse case scenario, if bottom of state budget falls, we would be getting our step increase early

Feedback from large group
- Understand options, see benefit of salary schedule
- Hard to understand with no actual stipend numbers

Groups caucused
- Report out
  - Licensed group spent time going over the three options and nuances of each. Most interested in Option A
  - Administration group heard from large group that recruit and retain is huge. We all have the same interest and the impact of unfilled positions is tremendous
  - Quick whip-around on what option(s) large group prefer

Informational
- There are three separate groups with three different needs: What we do for this group may not be what we do for APT and Classified. There portion is different
- There is a commitment of $2M for next year. Knowing that when we come back in April, we are committing $2M out of the gate
- If steps and columns is 2.68%, and this agreement starts with a COLA of 2.5%, we are committing over 5% of new dollars
- By voting for Option A, we are taking other Options off the table
- Last year's focus was about “thank you” to our employees, this year’s focus is about “we want to keep you”.

✔ Large group has consensus on Option A for compensation
- Clarifiers
  - New salary schedule goes into effect January 3, 2023
  - An additional pay assignment that will be paid over 8 payments starting January 27, 2023-August for 12 month pay, 9 payments for 13 month pay
  - Does not apply to extra duty schedule
  - Extra hours pay was put in as a negotiations item in April
  - PERA rate could possibly increase

Next Steps:
- Tentative agreement will be signed and presented at the next Board meeting on November 16, 2022 for approval
- Check out and closure