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
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

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 Interest Based Process and Norms
  ○ Story
  ○ Interests
  ○ Options
  ○ Criteria
  ○ Solution (Straw Design)

● Environmental Scan
  ○ Gordon Jones, CFO, presented preliminary analysis of budget
  ● Revenue
    ○ School Finance Act (SFA) under budget by $1,243M due to loss of students
    ○ MLO (Mill Levy Override) - from 1999, 2006 and 2018 $202K due to fluctuations in property valuations. Oil and gas increased in 2021-22
    ○ Categoricals - SpEd, Transportation, CTE - $1.081M
    ○ Specific Ownership Tax - $755K (small percentage of licensing fee that is returned to districts)
    ○ Other - Actual revenue better than budget $3.8M
● Expenditures
  ○ Salaries and benefits for all employee groups unfilled positions (cumulative) throughout the year (one month, three months, 6 month chunks) - $3.3M
    ■ 13 licensed unfilled positions - $800K
    ■ 80 classified unfilled positions - $2.4M
    ■ APT - $100K
  ○ Non FTE over budget purchased services, substitutes pay, incentives - ($464K)
  ○ Charter allocations (PPR and MLO) - ($248K)
    ■ MLO funds distributed to charters - dedicated by Board. Charter enrollment higher
    ■ Both charters make up about 12.5% PPR
    ■ Premium rebate from CEBT $1.1M for health, dental and life insurance. Collected in August 2021. Was part of the incentive in December and May

● Analysis of needs/uses 2021-22 Financial Outperformance of Budget
  ○ LCSO - SRO, $170K (non-budgeted item)
  ○ 2021-22 capital projects - carryover $500K. For projects that have been started but not yet completed
  ○ 2021-22 curriculum carryover (restricted reserves) - $400K
  ○ TVHS - auditorium and exterior - $504K unbudgeted

● Needs
  ○ OCR capital projects - $1.2M to replace stairs with ramps
  ○ Activity buses for high schools $500K
  ○ Clarification: these items would be paid from reserves if they were not paid from balanced budget
  ○ Restricted reserves are for expenses that have been planned but not incurred

● Reserves
  ○ CO statute that an allowable percentage of current year’s expenditures
  ○ TSD has about 15%
  ○ Reserve fund balance at end of 2021-22 $34.7M (TABOR reserve, Board reserve)
  ○ Total change in fund balance $7.6M use of reserves for 2021-22
  ○ Funds were added to reserves, then used to “balance” out

● Supplemental budget - submitted after budget but before amended budget
  ○ Supplemental budget for 2021-22 included 2 primary items
    ■ $7.5M added expense for May incentive
    ■ $660K for heating/air mitigation at BRMS

● Groups went into caucus
  ○ Group discussed this year’s process and what’s changed in the story since April
  ○ Suggestion to have another large group meeting before going to small group
  ○ Review story from last year, what story does Gordon’s information tell

Future Tasks

Future Timelines
  ● Future “reopening” negotiations meeting dates(s)
    ○ November 4, 2022 - 1:00 p.m. to 4:00 p.m.