Welcome: Susan Sparks, Facilitator
Attendees:
Dr. Bill Siebers, Chief Human Resource Officer Mr. Andy Crisman, President
Dawne Huckaby, Chief Academic Officer Ms. Karen Shutt, Vice President
Ms. Charlie Carter, Executive Director Ms. Janet Kincaid, Teacher, Berthoud ES
Student Support Services Ms. Kim McKee, Teacher, Mountain View HS
Ms. Sara Rasmussen, Director Elementary Ms. Jill Date, Instructional Coach, Sarah Milner ES
Education Ms. Chrissy Marshall, Teacher, Loveland HS
Dr. Melissa Schneider, Director Professional Development Ms. Kayla Steele, Teacher, Berthoud HS
Todd Ball, High School Principal
Brandy Grieves, Middle School Principal
Deon Davis, Elementary School Principal
Visitors: Anne Brunton, Greg Grote

Purpose: Create solutions and recommendations for 2020-21 school year negotiated items
1. How can we recruit and retain highly qualified and effective professionals?
2. How do we structure time within the school day to maximize student learning and teacher effectiveness?
3. How can we provide opportunities for effective professional development within the district?
4. 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?
5. How can we empower schools/departments to effectively utilize Collaborative Decision Making?
6. What are the quality working conditions for specialized programs and schools?
7. How do we support students with the transition to Elementary Schools, Middle Schools and High Schools?
8. How do we help support the Professional Concerns Committee’s efficiency and PCC charges?
9. How do we address Memorandum of Understanding cleanup?

Agenda:

- Welcome and purpose

- Check-in and expectations

- Caucus with like groups February 25, 2020 Negotiation Meeting will be done by 2:00 p.m. parent-teacher conferences
Relationships matter.
Together, we collaborate and create solutions to 2020 negotiation questions.

- **2020-21 Norms Discussion**
  - Use consensus: conduct temperature checks along the way
  - Understanding of consensus: nothing is agreed upon until the end (Interest Based)
  - Norms for visitors

- **We will...**
  - Keep a broad view.
  - Be good representatives and remember our audiences who are not in the room.
  - Be on time.
  - Provide notification and catch up if absent.
  - Understand and follow small group and visitor protocols.
  - Keep focused on purpose and Interest-based process.
  - Be present and participate in the work.
  - Take care of personal needs.
  - Communicate to the public through a spokesperson.
  - Use consensus and conduct temperature checks along the way.
  - Honor small group and committee work.
  - Keep in mind that we don’t agree on anything until we agree on everything.
  - Listen to understand first and respond second.
  - Honor talking time. All voices need to be heard.
  - Ok to voice strong opinions.
  - Take risks.
  - Use your voice; all voices have space to contribute.
  - Ask questions and seek clarification as needed.
  - Presume positive intent.
  - Treat others with respect and value all voices and perspective.
  - Respect others’ opinions and experience
  - Keep a sense of humor
  - Celebrate successes!

**2 & 2 Oversight Committee Update**
- The committee worked to finalize critical questions
- Items brought to PCC – MOU cleanup ongoing

- **Review and approve Protocols for 2020-21 MOU**
  - Large Group made the following change to Protocol #2 CFOBS to CFO to reflect current title.
    Each participating body is to name its own negotiation team members. Those designated are not subject to the approval of the other body. The Thompson R2-J Board of Education may appoint school district administrators to participate on the TSD negotiation team. Either body may appoint non-employees/non-BOE members to their respective team. The Chief Financial Officer of Business Services (CFOBS) is a non-voting member of the administration team; however, the CFOBS will be available to answer TEA questions as needed. The CFOBS will continue to caucus with the administration team.
  - Large Group made the following changes to Protocol #6 – for clarification. The facilitator will be chosen and contacted by representatives of the 2 & 2 committee no later than September 1st to establish bargaining dates for the successor round of negotiations.

  ✓ **Large Group Approval**

- **Communication**
  - Protocol 27 - The 2 + 2 Oversight Committee will identify the group which will be responsible for informing staff and community about negotiations. Executive Administrative Assistant – HR and CCR will communicate this information.
● **Environmental Scan**
  ○ Health Insurance increase 5.5%
  ○ Title I, II and IV may decrease
  ○ PERA increase in employee/employer contributions
  ○ State requirements for re-licensure
  ○ PSD passed Mill – beginning teacher salary
  ○ SB1 + HB5
  ○ K-8 literacy
  ○ TCC Campus opening 2020
  ○ Second PK-8 opening 2021
  ○ More funding for Social/Emotional PD and staffing
  ○ District-wide initiative Chadwick Model for Consensus and Conflict Resolution

● **Review Interest Based**
  Follow the steps:
  ○ Story
  ○ Interests
  ○ Options
  ○ Criteria
  ○ Proposal-Straw Design
  ○ Implementation

● **Financial Update – Gordon Jones, CFO**
  ○ Long Appropriations Bill (State Budget) timeline
  ○ Buy down of negative factor – what that means for TSD
  ○ Expansion of Colorado Preschool Program (CPP)
  ○ School District Uniform Total Program Mill Levy
  ○ Equalizations for all districts
  ○ Being considered for introduction by the JBC
  ○ Funded Pupil Count
  ○ Forecast increase of 92 students in TSD K-12
  ○ Per Pupil Revenue (PPR) after Rescission
  ○ Estimated increase of 2.71% for 2020-21
  ○ Mill Levy Overrides (MLO)
  ○ Proceeds shared with charter schools authorized by District
  ○ Expenditure Increases
  ○ PERA increase from 20.15% to 20.4% (from SB18-200)
  ○ Health, Dental, Life (HDL) increase of 5.5%
  ○ Staffing for Career/Technical Education Center, Early Childhood and PK-8.

**Where would the group like to start?**

**Question 8**

● How do we help support the Professional Concerns Committee’s efficiency and PCC charges?

**Story:**

● Background given on Professional Concerns Committee (PCC) and its responsibility
  ○ One of three groups that can bring a critical question forward
  ○ Members are 7 administrators, 7 TEA members, Superintendent and 1 Board member
  ○ The 4 members of 2 + 2 are on PCC
  ○ Article 18 addresses & defines PCC
Future Timelines

- Future Negotiations Meeting Dates
  - March 5, 2020 – 8:00 a.m. to 4:30 p.m., Board Room, Room 128 and 132
  - March 30, 2020 – 8:00 a.m. to 4:30 p.m., Board Room, Room 128 and 132
  - April 9, 2020 – 8:00 a.m. to 3:30 p.m., Board Room, Room 128 and Room 132
  - April 10, 2020 – 8:00 a.m. to 4:30 p.m., Board Room, Room 128 and Room 132
  - April 30, 2020 – 8:00 a.m., Board Room, Room 128 and Room 132
  - May 4, 2020 – 8:00 a.m., Board Room, Room 128 and Room 132

Next Steps...

- Rank Critical questions

Agenda Item for March 5, 2020:

- Work with 2 + 2 to put questions into future sessions

Thought Catcher

- For the future, move the First Amendment to front of the MOU