

**Thompson School District
Large Group Negotiations - Session #3 March 30, 2023
Susan Sparks, Facilitator**

Agenda

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

Purpose for today: Problem-solving and recommendations for 2023-2024 school year negotiated items

Agenda:

- **Welcome and purpose**
- **Check-in and expectations**
- **Environmental Scan**
 - Update/overview from Gordon Jones, CFO
- **Caucus - like groups**
- **Question #1 *What are the quality working conditions for Exceptional Student Services?***
 - **Small groups**
 - PD group - straw design
 - Recruit/retain
 - Work with Gordon - recommendations for Question #2
 - Caseload/workload
 - Continue work on language with feedback from 2 + 2
- **2 + 2 Oversight Committee Report Out**
 - **Question #1**
 - Recruit/retain will move to Question #2
 - Caseload/workload - small group revise work from March 9, bring back to large group to work on together
- **Start Critical Question #4**
How do we ensure educators are well prepared to deliver high quality instruction on a daily basis?

● **Critical questions:**

1. What are the quality working conditions for Exceptional Student Services?
2. How can we recruit and retain quality professionals?
3. Are leave practices meeting the needs of our employees?
4. How do we ensure educators are well prepared to deliver high quality instruction on a daily basis?
5. How do we address Memorandum of Understanding cleanup or intention?
 - a. Outperforming the budget by a dollar amount v/s a percentage
 - b. Digital teaching and learning conditions
 - c. Mandated professional development practices (ref 13-6)
 - d. Mandated testing days in Appendix A
 - e. Revise to inclusive language

Next Steps:

Evaluation and Closing

Future Timelines:

- April 6, 2023 - 8:00 a.m.
- April 7, 2023 - 8:00 a.m.
- April 27, 2023 - 8:00 a.m.
- April 28, 2023 - 8:00 a.m.

2022-23 Norms Thompson Negotiations

Relationships matter.

Together, we collaborate and create solutions to 2023 negotiation questions.

We will...

1. Keep a broad view.
2. Be good representatives and remember our audiences who are not in the room.
3. Be on time.
4. Provide notification and catch up if absent.
5. Understand and follow small group and visitor protocols.
6. Keep focused on purpose and Interest-based process.
7. Be present and participate in the work.
8. Take care of personal needs.
9. Communicate to the public through spokesperson.
10. Use consensus and conduct temperature checks along the way.
11. Honor small group and committee work.
12. Keep in mind that we don't agree on anything until we agree on everything.
13. Listen to understand first and respond second.
14. Honor talking time. All voices need to be heard.
15. Ok to voice strong opinions.
16. Take risks.
17. Use your voice; all voices have space to contribute.
18. Ask questions and seek clarification as needed.
19. Presume positive intent.
20. Treat others with respect and value all voices and perspectives.
21. Respect others' opinions and experience
22. Keep a sense of humor!
23. Celebrate successes!

Visitor Norms

The Thompson School District and the Board of Education welcome you to the **2023-2024** 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 respectfully 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 **2023-2024** negotiations process.