

**Thompson School District
Large Group Negotiations - Session #1 February 24, 2025
Susan Sparks, Facilitator
Agenda**

Administration Committee Members

Dr. Bill Siebers - Chief Human Resources Officer
 Dr. Melissa Schneider - Chief Academic Officer
 Patti Virden -Executive Director Student Support Services
 Tom Texeira - Director Human Resources
 Dr. Jason Germain- Principal, Ferguson High School/TCC
 Brandy Grieves - Principal, Turner Middle School
 Valerie Lara-Black - Principal, Peakview Academy
 Karen Hanford - Principal, Truscott Elementary

TEA Committee Members

Sue Teumer - President
 Kayla Steele - Vice President
 Carol Thomas - Teacher, Garfield Elementary
 Kim McKee - Teacher, Mountain View HS
 Jill Date - Instructional Coach, Sarah Milner ES
 Christine Marshall - Teacher Loveland HS
 Megan Courtright - Teacher, Berthoud Elementary
 Aaron Estevez - Teacher, High Plains School

Visitors:

Purpose for today: Problem-solving and recommendations for 2025-2026 school year negotiated items

Agenda:

- **Welcome and purpose**
- **Check-in and expectations**
- **Review and approve protocols for 2025-2026 MOU Protocols**
- **2024-25 norms discussion for 2025-2026**
Norms for the 2025-2026 MOU Negotiations
We will.....
- **Interest Based Overview - streamlined**
- **Environmental Scan**
 - **Bob Ebersole -CFO - or report out from budget study team**
- **2 + 2 Oversight Committee Update**
 - How we got to questions, and the intent behind them
- **Critical questions**
 1. What adjustments need to be made to the Site Based Shared Decision Making process?
 2. What adjustments need to be made to elementary plan time?
 3. How can we recruit and retain quality professionals?

4. How can we clarify the problem solving / grievance process?
5. How does the TEA president's release time help support education?
6. How do we address undesirable student behavior?
7. Are leave practices meeting the needs of our employees?
8. How do we clean up the Memorandum of Understanding to match intention?

Next Steps: Agenda and preparation for March13 , communication out, etc.

Evaluation and Closing

Future Timelines:

- March 13, 2025- 8:00 a.m. .
- April 10, 2025 - 8:00 a.m.
- April 11, 2028 - 8:00 a.m.
- April 28, 29 and 30, 2025 - 8:00 a.m.
- May 5, 2025 - 8:00 a.m.

2024-2025 Norms Thompson Negotiations

Relationships matter.

Together, we collaborate and create solutions to 2024-2025 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 perspective.
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 **2024-2025** 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 **2024-2025** negotiations process.