

Thompson School District  
Large Group Negotiations - Session #6 April 29, 2025  
Susan Sparks, Facilitator

Agenda

**Administration Committee Members**

Dr. Bill Siebers - Assistant Superintendent HR  
Sara Rasmussen - Interim Assistant  
Superintendent Learning Services  
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, TEA  
Kayla Steele - Vice President, TEA  
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
- 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?

- Environmental Scan
  - Bob Ebersole - CFO
- Alike Teams
- Small group Question #7: Are leave practices meeting the needs of our employees?
- Small group Question #2: What adjustments need to be made to elementary plan time?
  - Recommendations
- Alike Teams
- Small group: Question #3 - How can we recruit and retain quality professionals?
- Small group: Question #5 - How does the TEA president's release time help support education?
- Small group: Question #4 - How can we clarify the problem solving / grievance process?
  - Recommendations

Next Steps:

Evaluation and Closing:

Future Timelines:

- April 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.