



**Thompson School District
Negotiations Session #6 - Summary
April 29, 2025
8:00 a.m. - 4:00 p.m.
Susan Sparks, Facilitator**

WORK PRODUCT

Welcome:

Dr. Bill Siebers - Assistant Superintendent

Human Resources

Sara Rasmussen - Interim Assistant Superintendent

Learning Services

Thomas Texeira - Director of Human

Resources

Patti Virden - Executive Director Student Support

Services

Dr. Jason Germain - High School Principal

Brandy Grieves - Middle School Principal

Valerie Lara-Black - PreK -8 Principal

Karen Hanford - Elementary School Principal

Ms. Sue Teumer - President TEA

Ms. Kayla Steele - Vice President TEA

Ms. Carol Thomas - Teacher, Garfield ES

Ms. Kim McKee - Teacher, Mountain View HS Mr.

Ms. Jill Date - Instructional Coach, Sarah Milner ES

Ms. Chrissy Marshall - TOSA, Learning Services

Mr. Aaron Estevez - Teacher, High Plains

Ms. Megan Courtright, Teacher Berthoud ES

Purpose:

Problem solving and solutions for 2025-2026 school year negotiated items

Critical Questions 2025-2026

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?

Agenda:

- **Welcome and purpose**
- **Check-in and expectations**

Environmental Scan: - Bob Ebersole, CFO

Legislative update

- HB24-1448 includes a hold-harmless clause stating that regardless of reduced projected pupil count on either a 4-year average, or an absolute basis, each school district will receive at least the same dollar amount as in FY 2024-25. Clause will continue into 2026-27, subject to annual budget process
- MLOs passed in 1999 and 2006 are at capacity (\$14,040M due to language in the original ballot measures and will not increase in the future
- MLO passed in 2019 is a fixed mil (maximum of 7.6 mils)
- State statute limits total MLO collection not to exceed 25% of total program funding as determined by School Finance Act. 2024-25 exceeded that cap reducing the mil to 7.242 mils. As total projected funding has increased for 2025-26 we are able to go to the 7.6 mils level. We are projecting total property tax increase of \$2.138M over the 2025 budgeted amount.

Major expenditures and other factors for 2025-26 budget

- Employee/Employer PERA contribution rates will not change
- 13% increase in health insurance for employees, \$2.3M
- Property and other insurance increased cost \$200K
- Utility cost increase \$500K
- Increase in special education programs/transportation \$500K
- Pass through of increased per pupil revenue (PPR) to charters \$1.488M

Not included in budget

- Any reductions to Healthy School Meals for All program due to higher costs to the state than projected
- Any reductions that may occur due to federal budget changes to federal grant programs
- Impact of tariffs on purchasing ~ estimated to be 15-20% on technology alone

Clarifying questions:

- Any title funding impacts?
 - Funds still there, but coming from other agencies with dismantling of Department of Education
- Why does it look like a higher per pupil amount for charter schools?
 - Yes, if they have more pupils they receive more funds. We have less students projected, but still received the same overall amount from the state for TSD.
- Northern CASPA group - (7 districts) are reporting that steps/columns/lane changes for 2025-26 are “possible”

Like groups went to caucus, then into small groups

Question #2: What adjustments need to be made to elementary plan time?

Small group Straw Design

- Article 16-1-3 b. Professional Development Days
- Professional Development Days are designed for the enhancement of student achievement. These days will support district and building initiatives that are designed to promote articulated curriculum, instructional delivery, and assessment practices across levels and throughout feeder systems. **To allow time for elementary teachers to plan for implementation of new professional learning, a total of 10 hours will be scheduled during the last two hours on district professional development days.**

September 2, 2025

January 6, 2026

February 17, 2026

16-4. **Planning Time**

16-4-1. All teachers shall have scheduled planning time within the scheduled student day, described below. Variations may be made through mutual agreement. Plan Time is defined as that time within the student contact day intended for teachers and/or teams to complete meaningful tasks related to instruction and learning. If the need arises, principals may hold brief meetings to communicate vital and timely information. When principals or teachers want to meet with individual teachers during a planning period for the purpose of discussing or preparing for classroom observations, evaluations or other job-related matters, they should attempt to find a mutually acceptable time for such meetings. Teachers may volunteer to meet with an instructional coach or other colleague during their plan time, but may find it more convenient to meet before or after school.

a. **Elementary Level Plan Time**

1. At least 300 minutes per week in a five-day week will be scheduled for elementary school teachers.
 2. **The equivalent of 30 minutes per week will be scheduled through teacher plan time on five district professional development days and one elementary teacher plan time day. Minimum of time to be in two-hour increments.**
 3. **Beginning the 2026-2027 school year, the equivalent of an additional 60 minutes per week will be scheduled for a total average of 360 minutes per week.**
- Large group discussion on language in MOU and placement of recommendations for Question #2. After discussion, large group moved into small groups to focus on more options for increased plan time for elementary teachers.
 - The current proposal includes 16 hours of the requested 32 hours elementary plan time .
 - Need to look ahead, currently we are limited by calendar constraints. Suggest that calendar Committee survey community on which options are preferable

- Elementary Plan Time Small Group worked on wording for Elementary Professional Development Days and increasing plan time for 2026-2027 with a goal to increase plan time to 360 minutes per week
- Personalized plan day (sub day) for elementary teachers - 8 hours for 2025-26
- Small group will continue to work on wording and placement in MOU for review and discussion for April 30 session

Question #7: - Are leave practices meeting the needs of our employees?

- Small group report out Straw Design
- The difference now with Donate-a-Day is that now you have two days for personal needs, in addition to family
- MOU Updates

PURPOSE: Donate-a-Day is a way to help teachers who need additional hours(s) beyond their available leave hours **for personal needs (up to 16 hours per school year) or** to help an ill member of their immediate family (as defined in 2-18).

9-11-2. A teacher who has used all of their individual annual, accrued, ~~and~~ grandfathered sick leave, **and other applicable paid district leave** hours may apply for Donate-a-Day by **utilizing the form in the handbook** ~~requesting forms from the Benefits & Risk Management Secretary (Human Resources Department)~~. **For more than 16 hours of Donate-A-Day in a school year, the applicant must submit to HR** ~~The application asks for~~ the name and relationship of the person for whom the teacher will be caring and ~~includes~~ a doctor's statement specifying the nature of the immediate family member's illness, its expected duration and the **extent** ~~extensiveness~~ of treatment.

9-11-3. The teacher or a designee **may** ~~will~~ request that other employees donate a minimum of 2 hours and up to 16 hours each from ~~their~~ **the donor's 72 hours** of current annual leave for ~~their~~ **the recipient's** use. Those who are willing will sign the collection form.

9-11-5. The teacher will return the application to **HR** ~~the Benefits & Risk Management Secretary~~, who **shares relevant information with** ~~forwards copies to~~ the Sick Leave Bank Committee and the Payroll Department. Completed collection sheets are returned to the Payroll Department prior to the monthly payroll cutoff date.

Handbook updates

Appendix I (page 11)

PURPOSE: Donate-A-Day is a way to help **licensed or APT employees** ~~teachers, administrators, and exempt staff~~ who need additional hours beyond their available leave time **for personal needs (up to 16 hours per school year)** or to help an ill member of their immediate family (~~as defined by the current Memorandum of Understanding*~~ **as defined in 2-18 of the Memorandum of Understanding**).

**** IMMEDIATE FAMILY** includes anyone who lives in the employee's household plus persons not in the household, who are the employee's spouse, domestic partner, children, step children, parents, step parents, parents-in-law, grandparents, grandparents-in-law, grandchildren, brothers, sisters, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law, and others with whom the employee has an unusually close relationship. (Per MOU, 2017-18)*

A licensed or APT employee who has used all of their current annual, accrued, ~~and~~ grandfathered days, **and other applicable paid district leave** (in this order) may apply for Donate-A-Day. **Staff participating in the 110 transition program are not eligible to receive hours; however, they may donate if they have hours available. The application for both employee groups is located in Appendix I of the Licensed Handbook is available from the Benefits & Leave Specialist in Human Resources. For more than 16 hours of Donate-A-Day in a school year, the applicant** ~~It~~ must specify the relationship of the person for whom the employee will be caring and **must submit** ~~be accompanied by~~ a doctor's statement specifying the nature of the relative's illness, its expected duration, and the **extent** ~~extensiveness~~ of treatment.

Other licensed, APT, or classified staff ~~may will~~ be requested to donate hours, up to 16 hours the equivalent of two of their work days based on FTE, from their **current** annual leave time for the employee's use. Those who are willing will sign the donor form.

The licensed or APT employee will return the completed application form to ~~HR the Benefits & Leave Specialist in Human Resources,~~ who will **share relevant information with** ~~forward it to the Thompson Education Association-Sick Leave Bank Committee.~~

The employee (or designee) will return the signed donor forms to Payroll by the monthly deadline, which is the second Friday of each month. Any donated hours not used will be transferred to the ~~TEA~~ Sick Leave Bank.

No district employee may donate more than ~~two of their work days~~ **16 hours** of current annual leave per year for this purpose.

Business Services will report days used to the Sick Leave Bank Committee.

*Note: Donation of days is strictly voluntary. Employees are responsible for the use of their own leave. Once leave has been donated, those hours will be considered used and will not be available for future use or reinstated.

Large group approved with consensus

Future tasks and timelines

- April 30, 2025 - 8:00 a.m.
- May 5, 2025 - 8:00 a.m.

Closure and check out