



**Thompson School District
Negotiations Session #7 - Summary
April 30, 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:

- State inflation rate is 2.3 percent
- Other district's compensation
 - Poudre - 5% including steps and columns
 - Adams - 3.3%
 - St. Vrain - .5 release for Vice President
 - Weld 4 - 2% and no changes to salary schedules
 - Greeley - 2% to base, plus steps and columns
- 2 + 2 to meet after today's negotiations to discuss agenda on Monday, May 5

Like groups caucused

- Admin report out: supporting last bits of plan time
- Report out from Elementary Plan Time group on work that was done on language for PD time, Floating Personalized day and future commitment. Feedback is that needs to be tackled first.

Large groups moved to small groups to work on straw designs for:

- Small Group 1: Question #3: How can we recruit and retain quality professionals?
Question #5: How does the TEA president's release time help support education?
- Small Group 2: Question #4: How can we clarify the problem solving / grievance process?

While in small groups there were a number of visitors who were here to observe the process. Over the years, BOE members and CEA rep have attended both large and small groups as observers. For the first time, small groups experienced a large number of observers. This caused questions and concern from some members of the team. 2 + 2 Oversight Committee members met and reported out the Visitor Norms and requested that sessions are not recorded.

Question 4:- How can we clarify the problem solving/grievance process?

- Small group report out:
 - Reviewed Section 2 - Appendix B Problem Solving Form in Licensed Handbook (p5)
 - Updated form to include:
 - Person submitting, position and location
 - Added checkbox - tried to resolve concern with those involved (whom and date)
 - Discussion summary
 - Description of unresolved concern

- Added Section 2 (to be completed collaboratively during the meeting), participants and collaborative solution (e.g., strategies or “no solution:):
 - Added specific directors or designee
- 2 + 2 Oversight Committee will monitor usage of form over next year
- Reviewed Appendix D - Grievance Form in Licensed Handbook (p7)
 - Updated form
 - Person(s) submitting and building assignment
 - Added relevant MOU article violated
 - Added note that completed form to be submitted to both HR and TEA
- 24/25 Negotiations summary document
 - Review at the start of next negotiations what we discussed last time around
 - Schedule the first budget study meeting and 2 +2 meeting now with to dos from 24/25 negotiations on those agendas already.

Large group approved changes to Appendix B and Appendix D in Licensed Handbook

Question 6: How do we address undesirable student behavior?

- Small group report out:
 - Reviewed previous straw designs
 - District-wide expectation, every school has process, known by all in the building and written down for handling student behaviors (when social contract is broken and when behaviors continue). Note: this is in process being addressed by CIT
 - Train current para’s for RBT. Will save money on contracted services, and reimbursed by Medicaid
 - BCBA expanded (IEP’s, 504s, BIPs, other RtI/Health plans)

Question 3: How do we recruit and retain quality professionals? Small group included **Question 5:** How does the TEA president’s release time help support education, in straw design

- Small group report out Q3:
 - Reviewed straw designs
 - Steps and columns
 - Split extra duty into two groups
 - Task force for extra duty salary schedule
 - COLA for base ...% or \$
 - Extra duty ?
 - Eliminated 4 day work week as straw design
 - SSP salary schedule competitive with private sector
 - Salary increase to providers of significant needs students

- Increase support in buildings
 - Creative schedule
 - Instructional Coaches
 - Increase support for new teachers/new hires
 - Cohort
 - Compensation
 - Budget Study will investigate the extra duty salary schedule to specifically determine the implication of splitting the schedule into multiple sections. Findings will be communicated to 2 + 2 Oversight Committee in time for 2026-2027 negotiations.
- Small group report out Q5:
 - 1.0 full time president release (see below for many variations on how to accomplish)
 - 0.75 FTE release + 0.25 sub
 - 0.5 FTE release + 0.5 sub
 - Stay same as current
 - Give P/T president more TEA leave
 - Explore long-term sub options
 - Variations on President Release Language
 - District funds 1.0 release (\$62,500)
 - Bullet #4, pg 5 in MOU, TEA absorbs cost of full-time release
 - TEA pays .5 = column 5, step 20 and TSD pays remaining or above +25% (benefits)
 - Restore 1997-2013 language

Work for Monday, May 5:

- Large group work on Question 2
- Continue work on Questions 3, 5 and 6
- Question 8 - MOU cleanup is currently being done

Future tasks and timelines

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

Closure and check out