



- Empower to Learn
- Challenge to Achieve
- Inspire to Excel

**Board Meeting
April 15, 2015
Negotiations Update**

Board/Administration Critical Questions

1. How do we ensure students, buildings and the district have enough time to meet the growing list of demands?
 - a. Should there be a restructuring of professional development days, work days, and Thompson Educator Network week to maximize time for teachers and administration to fully engage in Professional Learning?
 - b. How can principals work with teachers during plan time to help improve student achievement and growth?
 - c. Is there a way to increase professional development time with staff to discuss student data for improving professional practice?
 - d. How can we increase the amount of instructional time for all students due to lost time to mandated testing?
2. Should we reevaluate how the district reopens the previous year negotiations if the district's General Fund Budget against the budgeted projections that require reserves to balance the budget?
3. How effective is our current negotiations schedule and procedures for current year's negotiations?
4. How does current practice align to requirements of SB 191/Educator Effectiveness?

Thompson Education Critical Questions

1. How do we ensure teachers have enough time to meet the growing list of demands?
2. How do we remain competitive with student achievement?
 - a. How can we better fill, hard-to-fill positions?
 - b. How do we ensure that we are meeting the needs of our students with special needs?
 - c. How do we remain competitive with student achievement?
3. How do we solve some of the unintended consequences created by the changes we have made?
4. What guidance can we provide PCC on their role in the district?
5. How do we address lack of clarity in the MOU?
 - a. Language cleanup

**Board Meeting Work Session
April 1, 2015 Feedback
Negotiations Update**

TOPIC	BK	DR	LHW	CL	PH	BC	DM
1. Pay for Performance	Yes	Yes	No	Yes	No	Yes	No
2. Severance Transition Leave Plan	Cancel	Cancel	No	Cancel	No	Cancel	No
3. TEA Access to Communications Printing, Emails, Posting Notices	Yes	Yes	No	Yes	No	Yes	No
4. Teacher Leave Time	Remove	Remove	Remove	Remove	Remove	Remove	Remove
5. PMI... Performance Management Incentives	Remove	Remove	Keep	Keep	Keep	Remove	Keep
6. Review of MOU to purposefully move certain topics to an employee handbook	Reduce	Reduce	No	Reduce	Reduce	Reduce	No
7. Salary Schedule... Steps and Columns	No	No	Yes	Yes	Yes	Yes would support it. Want to see more options	Yes
8. PERA Contribution	Look into it	Share it	Yes	Yes	No	Yes	No

9. Staffing Issues regarding Special Ed and Admin support	Yes	Yes	Yes	Yes	Yes	Yes	Yes
10. Planning Time/ School Calendar	Yes	Yes	Yes	Yes	Yes	Yes	Yes
11. Medical Insurance	Share the cost	Share the cost	Approve	Approve	Approve	Share the cost	Approve

Whole Group Negotiations Schedule:
3-2-15, 3-16-15, 4-3-15, 4-21-15, & 4-27-15

The negotiations process used will be the Interest Based Negotiations (IBN) process:

Time Specific	Action
By November 1 st	2+2 will revisit the previous negotiation process and to review and develop the protocols of the negotiations process for current year.
By January 10 th	Professional Concerns Committee finalizes items to be presented for study and all others concerned to negotiations.
By February 15 th	2+2 discusses protocols
By March 1 st	Items for negotiations will be identified
First week of March	Negotiations begin
By May 15 th	All negotiations will be completed

