



**Interest-Based Strategies (IBS) Certified Negotiations Meeting**  
**March 13, 2020, 12:00 a.m. – 4:30 p.m.**  
**ESC – Mt. Evans Conference Room**

**Members**

Allison Alter - Teacher, Horizon HS	Lara Lepie - Teacher, Hulstrom K-8
Teresa Barajas - Assistant Principal, Northglenn MS	Dave Lockley - President, DTEA
Deborah Blake - Teacher, Arapahoe Ridge ES	Martin McCarthy - Principal, STEM Launch
Shelly DeRock - Teacher, Meridian ES	Laura Mitchell - Vice President, BOE
Heather Espinosa - Teacher, Woodglen ES	Darren Oliver - Principal, Silver Creek ES
Beau Foubert - Exec. Dir. of Curriculum & Instruction	Kathy Plomer - President, BOE
Colleen Gardner Shannon - Teacher, Shadow Ridge MS	Matthew Schmidt - Principal, Pathways
Chris Gdowski - Superintendent	Myla Shepherd - Chief HR Officer
Heather Greicius - Director of Student Support Services	Sandy Sorensen - Teacher, Northglenn HS
Dorman Land - Teacher, Century MS	Linda Walther - Retired Counselor
Nancy Leonard - Retired Principal	

**Agenda**

12:00 – 12:30 Working lunch and check in

12:30 – 1:00 Sped placement letter

1:00 – 1:30 Compensation Committee - SEL TOSA recommendation

1:30 – 2:30 Compensation Committee - Teacher Leadership

2:00 – 2:45 Break

2:45 – 3:15 Elementary Specials Staffing Committee recommendations

3:15 – 4:30 Compensation Committee - MA and Alt Credit recommendations, Q&A

Next meeting: April 17, 2020, 8:00 a.m. – 4:30 p.m.