

Employee Council Minutes - 4/9/2020
Virtual Meeting

- Dr. Tucker welcomed the group and thanked everyone for their support and hard work. He went on to say that we should be hopeful that we will return to normalcy in the near future.
- Welcome by Board Director, Susan Meek, then spoke about how quickly we moved from a face to face learning environment to a remote learning environment, thanked everyone for maintaining the connections with students and the community, talked about online communities forming to talk about what is working and what is not. CO receives $\frac{2}{3}$ of their budget from CO general fund. The global pandemic is causing huge financial disruptions to which we won't be immune. Over the past couple of weeks, the state is starting to understand the magnitude of the problem. The BOE meeting on Tuesday made it clear that we will be faced with difficult budget decisions. Will be voting on difficult budget decisions, and wants to hear from anyone who wants to give feedback on how we should proceed. Listening to entire community feedback, we can make the best decisions possible.
- Amanda Thompson, CHRO, talked about planning additional townhall meetings for employees to call into and listen to various topics and engage with district members. There will also be an opportunity for parents and students to engage in townhall meetings.
- Matt Reynolds and Deanne Kirby talked about evaluation changes. Governor Polis passed an executive order on 4/1. As part of this order, he paused certain sections of the law regarding evaluation of licensed staff. Governor Polis paused frequency and duration of evaluations. As a result, DCSD is pausing evaluations for all staff to ensure equity across our system. A communication will go out more than likely tomorrow. FAQ documents have been linked to the agenda for all employee groups. Deanne reviewed the licensed and classified/admin/pro/tech FAQs. Deanne asked if the EC would look at the documents and let she and Matt know if anything was missed in these documents. EC members should send feedback directly to Deanne and Matt.
- Colleen Doan, Director of Budget and Jana Schlessner, Director of Finance reviewed the presentation that was brought to the BOE on Tuesday night. Amanda said we have three options at this time and we are working on one more option that will be shared later.
- [Budget and Compensation Update - 4.07.2020](#) Numbers will be updated for the next BOE meeting on April 21st.

- Moved to the feedback portion of the meeting which ended at 6:04 p.m.
- Marlena talked about the remote learning plan. Teachers are doing double duty. Instructing students as well as taking care of their children. In the remote learning plan, tried to be very clear about instruction and remote learning. We don't expect students and teachers to be in front of a computer like they would if they were in the office. Understand that rigor for MS and HS courses may go over that 4 hour window, but we want to try to stay within that window when possible.
- Meeting Adjourned