

Employee Council Minutes - 5/4/2020

- Amanda welcomed employees to the meeting. There were 25 participants out of the 40 that were invited. A few joined later as well.
- Dr. Tucker talked about the Coronavirus, and how the pandemic has brought to light that the jobs educators perform are just as important as employees who work in the medical field and other fields. Some of our teachers made 400 shields for employees in the medical fields. They are now making incubation boxes for the medical field. We are helping out our first responders. This is a great service to our District and to our community. As we look towards this week of teacher appreciation, Dr. Tucker acknowledged the outstanding work they do. The perseverance during this time is nothing short of remarkable.
- Marlena Gross-Taylor, Chief Academic Officer, spoke about working with Principals to develop a process for students and parents to collect belongings at their respective schools. We are making sure to follow guidelines issued by the health department. Working on a modified check out process for teachers who are retiring or moving on to a different district. Plans will be in place for them to clean out their classrooms and get their last minute things. Ms. Gross-Taylor said there is more to come from Principals, and opened it up to questions from the group.
 - With all of the online information that is going on, a couple of teachers reached out to this employee asking if they respond to a building based survey, will they have their anonymity? Several teachers approached her and said they had received surveys at their schools which were supposed to be anonymous, and people later reached out to them asking how they could support them based on their comments on the survey. Teachers are now unsure as to whether they should respond to surveys anymore. Matt Reynolds recommended that teachers go back to the source when this happens. The employee said that they had not gone back to the source, and she would tell them to do this going forward.
 - Teachers at the elementary level have a strong desire to go through the materials in their classroom and determine what goes to each student, what stays at the school, and collect items that belong to each student. Marlena Gross-Taylor said there is a plan to help address this issue. Dr. Tucker said that they are following guidelines that have been issued by the CDC to keep staff members safe.
- Matt Reynolds, Assessment Officer, talked about all evaluations (licensed, classified, admin, professional, technical) being suspended. We plan to resume evaluations in the fall pending any new requirements coming from CDE. The DAC will discuss the implications of the pause in evaluations for the upcoming year and how this will impact educator evaluations. Mr. Reynolds said that evaluations are typically finalized on May 1st. With remote learning starting immediately after the third quarter, staff didn't have the evaluation data to complete the evaluation process. He opened it up to the group for questions.

- A mild/mod science teacher said they always struggled with students with disabilities and their internal score results. Is this being addressed at all? Mr. Reynolds said within our system we have flexibility to include assessment data into the evaluation. The evaluator and the employee should discuss what is meaningful to collect from a data standpoint on kids.
- Amanda Thompson talked about the virtual Retirement Ceremony on May 20th. More information will be shared soon. Will try to recapture and honor them like has been done in the past. We will be sending them their plaques to save. We will gather information about them to celebrate them. Happy to have our BOE and individuals join us to celebrate the retirees.
- Ms. Thompson talked about May being an important month to honor our teachers and staff. There are various ways to honor employees. She directed employees to the District website and said that HR will send the link. You can nominate a DCSD employee through various social media channels. These employees can be entered into a drawing to win \$50 from Kaiser.
- Benefits open enrollment will be open on 5/15. We will be meeting again on 5/18, and can discuss. The process will be similar to last year. A step by step process will be available in Workday to help employees through the process. There will also be an option for employees to call into Benefits if they need additional support for employees to complete their open enrollment. Ms. Thompson provided opportunity for questions.
 - This employee is concerned about the fall and what learning will look like. She asked if there has been consideration to do a hybrid opening where schools are open with the option to teach remotely? This would allow parents to have the option to have students join remotely if they are uncomfortable having their students attend school in person. Marlena responded by saying we are planning for multiple contingencies to include a hybrid model. She encouraged employees to watch the next BOE meeting where options will be discussed. Marlena also said that additional PD options are being looked at to determine what is needed in the fall. Dr. Tucker said he does not foresee school looking differently in the fall. In the event that Coronavirus spikes in the fall, we can move back to remote learning. Dr. Tucker said he believes we are ahead of the curve in planning for the 20-21 school year. This will be discussed on the 5/12 BOE meeting. The CIPG department is really helping us in improving our remote teaching and learning.
 - This employee thanked the group for their work and open communication. Feels the District is being very respectful in handling the Covid-19 situation. When we sign up for benefits, will we know what the impact to our pay will be, or will that be decided afterwards? Amanda addressed the question and said that at the BOE meeting the benefits costs piece will be addressed. Dr. Tucker said the Board, HR and Finance have come together to find the best benefit solutions for our District. The BOE has absorbed premium increases for the last 7-8 years. It

is huge that our staff and building level administrators help in communicating accurate information to staff and keeping people safe.

- Amanda Thompson asked in what ways can we continue to support the system and everyone in the group. There were no additional responses.
- Amanda stated that at the next meeting continued updates will be shared. Working on finalizing G-policies and the employee guide. This will be brought around at the next EC meeting or at the beginning of the school year. The next meeting is 5/18.