

## **Employee Council Minutes -12/13/21 Virtual Meeting**

- Amanda Thompson welcomed the Employee Council to the meeting, and stated the purpose for the meeting this evening is to share the culmination of the work on the compensation project.
- Reviewed 12/14/21 Compensation Presentation to the Board
  - Reviewed the Board End Statements and Resolutions that are connected to the compensation plan.
  - Reviewed Strategic Plan 3: Positive & Supportive Culture
  - Reviewed Historical context of compensation in the District
  - Explained the concept of total compensation which includes base pay, life insurance, retirement, paid time off, etc.
  - The major compensation issues that need to be addressed include rectifying the pay gaps, and making sure the plan is affordable and sustainable.
  - We are also looking at the non-licensed employee groups as well. We have been able to adjust pay ranges this year. We have compared DCSD jobs to the market, updated job descriptions, and analyzed job placement in salary ranges. Early next year, we will continue to look at where individual employees fall in their pay ranges.
  - We have received many layers of feedback on licensed salary ranges. When we used the outside consultant, Greenway, we determined that a stable salary structure was what people desired. We have also done input sessions with various groups to get their feedback and have had District committees in place to provide feedback.
  - People want to be recognized for longevity, educational attainment, professional development, and hard to fill positions. Employees would also like to receive COLA increases and want the plan to demonstrate simplicity and predictability.
  - We are bringing forward three distinct schedules. One is for general licensed positions, one is for hard to fill licensed positions and one is for specialist positions. At a maximum there are 25 steps per lane. Slightly higher step increases will be awarded from years 5-10. That is the timeframe we see people leaving to go to other districts. If we offer slightly higher years of service for non-DCSD positions, we can help to attract employees.
  - We are specifically looking at employees who are below the minimum as well as employees who will fall above the maximum of the salary range. In the case of employees above the maximum in the salary range, these employees would receive a COLA increase only until the salary range catches up with them.
  - A proposed draft of the salary ranges were presented. Kate explained the columns moving from left to right are ranges and represent educational attainment. The rows are steps and represent years of service. Each step gives

2% with the exception of years 5-10 which gives 2.5% on each step. This does not include COLA increases.

- Employee asked if COLA was roughly a 2% cost of living adjustment. Kate said this is correct; but it is a flexible number. The employee said how is that different than the 2% increase if they were under the cell. Kate said if we are in a financial position to award both steps and the COLA, an employee would get an overall 4% increase versus the 2%.
- There are currently 633 general licensed employees over the maximum of the range and 1,435 employees under the range. The minimum amount an employee would receive would be \$10. The maximum increase is close to \$27,000. Our goal is this in full implementation for 22-23 meaning that employees slotted to receive \$27,000 would receive this amount in 22-23. This is dependent upon financial resources. We may have to implement this over a two year period. The average increase is about \$4,000.
- There are currently 203 licensed hard to hire employees over the maximum in the range and 701 employees below the minimum of the salary range.
- There are 76 licensed specialist employees over the maximum of the pay range and 404 employees below the minimum of the salary range.
- Employee said if you consider the amount that Cherry Creek considers for insurance and other items, there isn't as much of a discrepancy between us and them.
- There is still consideration for early separation incentives. If offered, they will be offered for licensed employees only for employees who have worked at DCSD for 20 years as a minimum and amount would be 5% of base salary (off of current salary). The hope is we can do a rolling cycle of employee groups over time. We wouldn't offer an early retirement option to the same employee group every year.
- The most significant area we are having trouble hiring in is the classified employee group.
- Colleen went through financial considerations for implementing the compensation plan. Our per pupil count has gone up since the beginning of the pandemic. Our assumptions are that our enrollment will go up since the start of the pandemic. Reviewed health insurance premium increase, furlough days, cost of living increases and PERA contributions.
- Reviewed MLO funding per pupil versus starting teacher salary. We have the lowest MLO per pupil; but our starting salaries for licensed staff increased from \$39,000 to \$43,680 in the 2021-2022 school year.
- Reviewed the timeline for the remainder of the school year.
- Gave an opportunity for employees to provide feedback on the positives of the new system as well as what employees would like us to know
- Wrap Up