

Employee Council Minutes - 3/8/21 Virtual Meeting

- Amanda Thompson welcomed the Employee Council to the meeting. Corey Wise was excited to see everyone and is looking forward to spring break for everyone to have time to rejuvenate and unwind. Looking forward to the 4th quarter to start. It will kind of feel like a new year kick off because it will be exciting and challenging to have all levels back in school 5 days a week. Gave a big thank you to all employees for all of the hard work. Still things to work out and we know that it will be challenging but we will be making it a priority to see how we can do better to all work together. It will continue to be a bumpy road, but it will be great to have kids back in school. We all know that we will need to work together to continue to get better. Our plan has always been to be full back in person in the fall and we are hopeful but still cannot predict exactly what will happen or what it will look like.
- Budget is very tight, but we are thinking that instead of the 10 million that we were expecting to have to go into our reserves we are expecting that we may only need to go into reserves about 5 million. Still a very tight budget, but we are making it a top priority not to have furlough days and restore to a full school year. We are optimistic that there will be additional funding from the state, but we do not know at this point what they will be.
- District Updates
 - The Board unanimously passed a supported recommendation to return middle and high school students to full, in-person learning (five days/week) beginning Monday, March 22.
Elearning update from Diane Smith, Director of Schools
 - Depending on the number of students - trying to plan forward and see where students are at and how we can collaborate and start planning and be flexible to adapt and change . Trying to be very proactive to build out in advance so that we are in a good spot. We will be sending out express check in as well as a survey so that parents are prepared to commit for the whole school year so that it will be continuous, uninterrupted learning. It will be under the umbrella of eDCSD. We learned a lot about what services students need so that we can look at the whole support that is needed.
 - Intermittent Remote - We know that the hybrid piece kind of took on a life of its own for high school especially. It is an ongoing process and will continue for the rest of this quarter. We are trying to communicate exactly what intermittent remote means when there are so many challenges, in addition to activities and athletics. We understand that we will continue to need to have dialogue and many perspectives and we are trying to provide support for what that means.

- Staff Wellness - Holly Giron, Staff Wellness Coordinator
 - The Staff Wellness initiative is funded through grants (mostly through Kaiser) and is specifically dedicated to wellness for DCSD staff
 - Has coordinated and arranged many clinics at many sites and we are so thankful for her hard work and dedication. Not everyone sees the work behind the scenes, we thank you!
 - Holly wanted to check in and do a quick task in the Q & A of what brings you joy?
- Vaccines/COVID Testing
 - All employees have received the opportunity to schedule a vaccination appointment. Many staff members have received their first dose. Working on getting second doses as well.
 - DCSD is participating in a pilot program with the Colorado Department of Public Health and Environment (CDPHE) to provide a free one-month supply of at-home COVID tests from BinaxNOW.
 - DCSD continues to offer no-cost COVID testing to staff via COVIDCheck Colorado
- Employee Questions:
 - Lunchroom questions regarding alt ed - how will it work for those that use the commons area for lunch
 - What is the recommendation for parents that are planning on going out of state for break? We are highly recommending getting a test when you return. We have not made it a requirement, but we do hope that people act responsibly and stay home if you are not well and/or think you may have been exposed to COVID. Testing is easy and accessible. Some staff are hoping for a district communication stating recommendations to parents as well as staff
 - Salary questions - how much would it be to start implementing the salary work that we started and put so much work into for so long? Amanda mentioned that we too are very invested in all of the compensation work that we have done so far in regards to a new salary structure. We know that the BOE has paused it still for now due to the funding needed to implement, but know that it is definitely on our radar.
- District Equity and Inclusivity Updates from Remy Rummel, Dr. Chris Page, Dr. Jan Laning and Jack Kronser
 - [Equity Policy Presentation: Employee Council](#)

- [Draft Educational Equity Policy](#)
- [What are your needs to understand and grow?](#)
 - Deeper understanding, the “how”
 - Support
 - Support to share best practices
 - More training around cultural bias
 - Community understanding
 - Best candidate
 - Quilty PLC
 - More time to read and digest the policy
 - Sustainability
 - Ongoing training with common language
 - For teachers who did this 26 years ago?
 - Thank you
- [Board of Education Policy Feedback Form](#)
- Wrap-Up

Ms. Thompson and Mr. Wise thanked Employee Council members for attending and closed the meeting.

Next Meeting April 12, 2021