

**Employee Council Minutes - 5/18/2020**

- Amanda welcomed the group to the meeting and thanked the group for their hard work. Amanda shared that the open enrollment process is up and running through May 29th, Amanda talked about the retirement ceremony on May 20th and welcomed people to join and listen.
- Marlena talked about the re-entry task force. An email was sent out asking for volunteers for the task force. The task force is shaping up nicely. The contingency plans being created will contain several focus groups. Employees will be asked what part of the task force they would like to be a part of. Would like to have as many people as possible participate. Tomorrow is the deadline to complete the application.
- A question came in to Marlena about the application process. Asked what criteria is being looked for in selecting someone for the task force. Marlena said employees need to fill out the application fully. She also said that they want a diverse group and want everyone to have an opportunity to serve. Everyone who applies will be involved in some part of the task force. There are 1700 applicants so far.
- An employee asked if those who are selecting task force members are looking at what they teach or where they live? Marlena said there are more detailed questions in the application that will help determine what part of the task force the applicant best fits into.
- Amanda spoke about the timing of Benefits Open Enrollment. An employee asked how they can set up a specific dollar amount for the dependent care spending account.
- One employee commented that the email communication on benefits open enrollment did not call out the fact that health premiums have changed. Don't want employees to be surprised by that. Human Resources will continue to communicate with employees along with send reminders out to the system about open enrollment.
- Dr. Tucker thanked everyone on the Employee Council for helping the District this school year. Dr. Tucker encouraged employees to put in their applications to be a part of the task force.
- Colleen Doan said we are looking at a \$3.3 billion deficit. This means that when the governor prepares his proposed budget, we are \$3.3 billion short. This includes the \$1 billion shortage for the current year as well as a \$2.3 billion projected shortage for the upcoming year. This will be shared across the entire state budget. We are over  $\frac{1}{3}$  of the state's budget, which means we will experience about  $\frac{1}{3}$  of the cuts. We don't know what this will look like. It could go straight through the School Finance Act or may look at grant funding first. When it comes to DCSD we are looking at a \$30 - \$60 million dollar cut which is a 7%+ cut for DCSD's budget. Colleen projected the interactive budget tool and let the Employee Council know that they can go in and change the numbers to see how changes will affect the overall budget.
- A question came in about the interactive budget sheet asking about small, medium and large and what percentages are attached to it. Colleen stated the percentages are 3%, 6%, and 9%.

- The question came in asking if an employee can change HSA contributions after the open enrollment period. Scott stated that you can change your HSA contributions at any time. Colleen Doan stated that the BOE may not vote on budget cuts until 6/23.
- Matt Reynolds showed a survey that is a complement to the interactive budget sheet. This survey will ask what committee employee's are a part of and what level of support the employee has for each of the budget cut options. There is also a place to provide additional feedback on the interactive budget sheet.
- Amanda asked if there were any questions in regard to the survey. One question was when the survey will close. Matt said the survey will close this Friday at midnight.
- Another question was what about ramifications to these budget cuts? For example, if we sell land and a charter school buys it, it might seem good on the front end, but may cause issues on the back end.
- Dr. Tucker said that we are here to work with the entire school community to make sense of this entire situation. We will do what is in the best interest of our students, staff and community. Thanked the Employee Council. Dr. Tucker said we have had some tough things to tackle over this school year. Dr. Tucker told everyone to take some time to relax and have fun with family members and friends to get recharged. When we come back in the summer we will have these same battles to fight and need everyone's support.