

## **Employee Council Minutes - 5/3/21**

### **Virtual Meeting**

- Amanda Thompson welcomed the Employee Council to the meeting and thanked everyone for their continued work. Corey Wise said he was so glad to be there. DCSD is about people.
  - Staff appreciation week - thank you for all that you do and for everything that each of you do every day! This is a year like we have never experienced. This has been very humbling and so proud and excited to see what is next.
- District Updates
  - School Related Spring Updates
    - Stay true to our quality PLC throughout the system in reading and literacy. Growth and achievement are critical. Reading is fundamental to all areas
    - It has always been hard to be a student, but this year with COVID it has been even more difficult. It is also tough to be a parent, a teacher and/or an employee. We are trying to enhance all that we do for our mental health for students and staff.
  - Summer Learning Information
    - We have worked hard to align how we can give opportunities for our students. ESY and extended learning will be about 3 weeks at a time at about 8 locations and we are trying to identify and best accommodate and help address the loss of learning time over the year due to COVID. It is a start on how we can regain the time
  - Budget Focus Areas & Updates
    - Our priorities - working hard for compensation updates. How much we will need to dip into reserves. We are in a pretty good spot in Douglas County, but what we do is critical. Trying to assess gaps. We need to continue to move towards a reliable and predictable compensation system for all employee groups. We want the stability and predictability in our compensation system that we can sustain.
    - We have put together a tiered approach to the compensation updates. Please see the past BoE meeting to see all of the details and breakdown.
    - Read Act to make literacy a priority
    - Transportation - getting it restored to assist families
    - Special Education priority
    - Employee Council Expansion
      - Each employee group has different roles. We each have to engage. Mr. Wise stated that he has been a DCSD employee for over 25 years and remembers SITE Council with departments and school levels that maybe meet quarterly in a larger group in order

to get feedback and input from the system. How can we get more input and more engagement to get employee input?

- Your feedback is so important. You are each valued!
  - Looking forward to how we can enhance and improve Employee Council. The idea of where we used to have at schools and the district when we would put forward nominations of people to try to have engagement from more people in the system to assist in decision making. Provide processes that we can come together with specific items to come together. We are brainstorming at the moment. What is the best way to get input and engage as many people in an intentional way?
  - Getting the community involved and bring others input as we move forward is also part of the thought process
  - Like the idea of more involvement with EC. Sure would like to have admin offer time during staff meetings for Employee reps to “share out” information
- Additional Pay - Feedback (Mary Chesla, Marci Brown & Derek Chaney)
    - Took feedback from last year - equitable distribution of resources under the Strategic Plan. Collaborative effort as well as some changes in law to make sure that we adhere to all laws and have guidelines that all align and will be launching for next school year
    - The new laws started just as we were trying to align extra pay with the Strategic Plan. The law is called “Colorado Equal Pay for Equal Work Law” - equal pay for equal work - consistency for all when it comes to additional pay
    - Sharing some information around Schedule A and Schedule B - numbers may change slightly at this point. The structure has basically stayed the same
    - We want you to be familiar with and hopefully be ambassadors for it.
    - We are going to share the draft with you just like we would in a typical work session in Employee Council and have you read through and review
    - More of a secondary item, than for elementary but there is a schedule A for elementary as well for extracurricular activities, Outdoor Ed, Student Council and others. It has basically been based on about 15 hours and approximately \$600 per club - that information should be added to the guide as a breakdown and expectation. For additional pay, it must be outside of work hours otherwise it is considered part of their regular job. Solely for clubs and groups - more details for elementary for clear guidelines because it is so new to elementary. There is a note at the bottom that is specified by the principal if there is something unique that may not be listed in the guide
    - It gets a little tricky with classified positions and hours worked - if it is during the day during work hours then it is part of their day and if it is before or after school then they would be able to get a classified stipend
    - We do have some people that want to volunteer their time, but it gets very tricky when we are paying some and not others. From a legal standpoint it is hard to

navigate and that is the reason we try to bring that into our decision making. We can have additional conversation in regards to volunteering and bring legal counsel back in for additional information

- If there are any additional questions then EC was asked to email Mary, Marci and Derek and they will be happy to assist
- Wrap-Up
  - Ms. Thompson asked if there were any open topics or questions before we closed and thanked Employee Council members for attending. We will adjourn for the summer. Last meeting of the year. We will send out EC dates for SY 2021-22 this summer. Please complete this form [here](#) to share if you are returning to EC for next year.