



Employee Council Meeting Minutes 1.13.2020

1. Minutes
 - a. Welcome
2. Financial review - [Governor's Budget Update](#) (page 19) 20-21 review done by Mary Chesla (same information that Scott Smith shared with the BoE on December 3, 2019 as well as EC on December 19, 2019)
 - a. Need to make a plan of how we phase in with a reasonable and sustainable schedule - implement in the best possible way
 - b. We are trying to incorporate all of the information gathered from employees through survey and listening sessions as well as market analysis
 - c. When we implement the new schedule we have to consider and include **multiple** factors that will affect the outcome
 - d. How do we prioritize?
 - i. Align with Strategic Plan - things that are currently being worked on this year
 - e. What is a reasonable timeline to implement a new salary schedule and what steps do we want to take in year one? What will phasing look like? Do we start with new employees coming into the district?
 - f. Is there going to be a survey and/or Google Doc of some kind to get input from staff, parents, students ideas
 - g. Will we have a new salary schedule in place as of July 1, 2020? If not, how are we going to communicate this to all employees?
3. Small Group Discussions
 - a. Reviewed Metro Area hard to hire practices and potential ideas
 - i. EC suggested give all years, give 5-8 years
 - ii. EC questions for next session
 1. When we look at a salary structure example
 - a. Cost?
 - b. Want to see actual numbers in cells
 - c. Can we look at/have we considered our old 11-12 SY step and lane?
4. Next meeting February 3, 2020

