

Employee Council Minutes - 10.24.2022 In Person Meeting

- Welcome
 - New Members:
 - Eric Nydam - Custodian, BRE - East Highlands Ranch Region
 - Courtney Jewett - Licensed, CRE - Castle Rock Region
 - Angela Rocha - Licensed, SOE - Castle Rock Region
 - Josh Miller - Administrator, CTE - Parker Region
 - Kelli Smith - Administrator, Wilcox - Castle Rock Region
 - Current vacancies: 5
 - Pro/Tech - 1 Castle Rock Region (CIPG)
 - Licensed - 3 total - 2 West Highlands Ranch Region (1 Elem. & 1 Secondary) & 1 Parker (Elem.)
 - Classified - 1 Castle Rock (Transportation)
 - Icebreaker
 - Favorite Halloween costume and candy as a child
 - Review of the Purpose and Norms of Employee Council
 - Employee Council is a volunteer group that serves in a n active advisory capacity to the Superintendent
 - Norms
 - Take Care of Personal Needs
 - Tech Polite
 - Solutions Oriented
 - Assume Positive Intent
 - Respect Diverse Opinions
 - Seek First to Understand
 - Non Licensed Evaluation Process
 - What is working with the current non-licensed evaluation process in Workday?
 - What areas need improvement?
 - Examples:
 - Evaluation of Goals during the end of year meeting
 - Job Responsibilities
 - Job Competencies
 - From the employee side (person being evaluated)
 - From the evaluator side
 - What other suggestions do you have for improvement?
 - What's Bubbling?
 - COVID - People are testing positive currently and people still have PHEL time and how are we addressing this at the current time?

- We will add that to Principal Notes and Insights to give employees additional information - possibly a sample of how an employee can find their sick and PHEL time off balances
- How do we describe other duties as assigned?
- Common bells - It is being discussed that secondary staff members are allotted more plan time than elementary staff due to common bell schedules
- It is currently all over social media that what is out there that if the MLO does not pass the salary schedule that was put in place for licensed staff will go away.
 - This is false
- Upcoming Meeting Topics
 - Nov. 14, 2022**
 - Evaluation Work Session
 - Review of other surrounding districts current evals
 - January 9, 2023**
 - Classified PD Days and other Employee Guide Areas
 - Schedule A Feedback
 - February 13, 2023**
 - Recruitment & Hiring Practices
 - Grow our Own Pathways
 - March 20, 2023**
 - Non-Licensed Evaluation Follow Up
 - Licensed Evaluation
 - April 17, 2023**
 - Compensation & Benefits
 - May 8, 2023**
 - Employee Guide Review and Feedback
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*Next meeting will be Monday, November 14, 2022