

**Employee Council Minutes - 10/29/20**  
**Virtual Meeting**

- Welcome - Extended message from Corey Wise
- Feedback Session - Snow Day (below is individual feedback)
  - “I would prefer having snow days as a day off rather than a remote learning day.”
  - “Before we had this snow day I would have said remote learning would be great. This particular week, everything I needed was at school. I wouldn’t have been able to easily transfer the plans from in-person to remote learning.”
  - Middle school teacher said she is worried about communication to parents and kids. Communication and expectations have to be really clear to be successful in a remote environment.
  - Preschool teacher said “Snow days offer incredible developmental value for the younger kids. There is something to be said about building a snowman and enjoying the outdoor value.”
  - An e-learning teacher said “You are only a kid once; and the memories you have from being on a snow day are invaluable.”
  - A Principal said “Safety is the number one priority when we have a snow day. Safety should drive the decision.”
  - A NUTS employee said “All days that schools are remote, NUTS employees are in school working. I worry about confusion on what happens if everyone stays home. Employees may be confused about whether or not they should be working from home or not.”
  - My concern for doing remote learning instead of a traditional snow day has to deal with technology. With elementary back in session, students might not have access to technology in order to access remote learning. Also, regardless of level, teachers might have the tools necessary at home.
- COVID Check Colorado. The hours are as follows:
  - Echo Park Service Hours (starting next week)
    - **Tuesday: 2:30-5pm**
    - **Thursday: 2:30-5pm**
    - **Friday: 7-8am**
  - COVID Check Colorado has inquired as to whether we would like to add mobile testing sites in the Highlands Ranch and Castle Rock regions.
    - “I emphatically support mobile testing sites.”
- Corey said that we are taking a look at e-learning. He said he appreciates the time that staff has taken in providing feedback. A communication was sent out around 3:30 today saying that e-learning will continue as it is. There are students who are selecting

whether they want to be in-person or a part of e-learning. Due to this staffing may change. There are also times enrollment numbers can go up or down, and we have to shift. Corey said we will work with Principals, staff and HR to make the necessary changes. We want people to be where they want to be. We will work next week and the week after to make that happen. If you have questions or comments, Corey said we would love to hear those.

- Feedback Session - Second Semester Learning Models
  - “At the high school level we have taken e-learning back and are supporting it by paying content coaches. Is it my understanding that is continuing”? Corey said this is continuing.
  - “I think it would be helpful to have a handbook for students and parents on how to handle the at home routines. There is a whole range of how people manage remote learning.”
  - “I had so many parents ask how they get their child to adapt to home learning at the elementary level. It is really hard for elementary kids to adapt to the concept that now school is at home. Something for parents to help them would be great.”
  - “Everyone has known for many years that class size makes a huge difference. When we had hybrid learning at the elementary level, even though students came every other day, it was so much easier to differentiate and to manage the students. When they are all back together and a student needs help, it takes longer for the teacher to help them. Acknowledge that class size makes a difference.”
  - “At the elementary level dealing with kids who go into quarantine, but their class isn’t in quarantine, and how we support them is a challenge. The READ Act service hours has tipped us over the edge. As a District is there any way we can advocate to get an extension on those times”?
    - Corey said the Denver Area Superintendent’s Council (DASC) has put together a letter to the State asking for flexibility around READ credit hours and assessments.
- Ms. Thompson opened up the floor to employees to bring up any topics that are of concern to them.
  - “In O&M they have run into a few challenges. We are arriving at some of the schools and not being made aware that COVID is present. The guys arrive early to get things done before students and staff get there. Is it a possibility to get emails in advance to know what they are dealing with”? Amanda said around cleaning protocols, O&M is very responsive working late at night and early in the morning to prepare schools for the next day. It may not be a widespread email for various confidentiality purposes. Corey said “We are trying to find better ways to communicate. We are working on COVID 24 hours a day/7 days a week.

How we get that information out to the right people we are working on. We are trying to brainstorm ideas on how to handle this and communicate well.”

- Corey ended the meeting by thanking everyone for participating and saying that all input is important.