



Employee Council Comp Study Group Meeting Minutes 11.11.2019

1. Welcome
 - a. Icebreaker
 - b. Norms review
2. Feedback and Recommendations
 - a. Displacements
 - i. The Legal Basis - C.R.S. 22-63-202
 - ii. Process Improvement Committee
 - iii. Priority Hiring Pool (PHP)
 - iv. Limited Term Assignment (LTA)
 - b. Small Table Group Breakout Session
 1. Priority Hiring Pool (PHP)
 - a. Qualified applicants in the pool to ensure they are truly qualified for the positions that they are applying for
 - b. How could it look different in K-6 if they are “qualified” but not really geared to the specific position posted - you want to set them up for success
 - c. Not in favor of job fair - would rather give an interview instead of holding job fair - or possibly the option of including student teachers, OYO teachers as well as displaced teachers
 - d. DOS and HR have list of displaced teachers that could be used throughout the year for those displaced teachers that remain on the list that could still be used after the school year begins
 - e. Displaced teacher should not have to interview more than once in a building - goes both ways that the school can still consider the displaced teacher but only need to interview them once
 - f. Letter that can offer support to those that are given to displaced teachers so that they have something



tangible to take with them as they are going to be upset

- g. If our concern is to help each one of our employees - how do we know that they are being supported
- h. Try to clarify the process - be sure to share with key players (Principal, HR, PLS)
- i. Making sure that whatever is decided is in writing so that the expectations are known.
- j. Make known the specific resources that are available
- k. Encourage the practice of principals making phone calls to schools of jobs that a displaced employee might be interested and qualified for
- l. Monitoring the system?
- m. Are there different talks - Secondary vx Elementary for these situations?
- n. All displaced get (if qualified) a phone screen and if qualified 1 interview per school
- o. Resources defined in more specifics for DCSD
 - i. Coaching
 - ii. Resume help
 - iii. Interview Tips
 - iv. Networking among schools
 - v. At least one interview per building where vacancies are available and applied for
 - vi. Put it in writing (ie handbook)
 - vii. We value you - here is how....

2. Limited Term Assignment (LTA)

- a. Choice of general sub or building sub
- b. TOSA - for high need schools/programs (can they choose to work elsewhere? It may be awkward.
- c. Pick up sections for high enrollment courses
- d. Feeder specific subs



- e. Do not like forced placement-"choose your own adventure"
 - i. Long-term sub
 - ii. Short-term sub
 - iii. Same building sub
 - iv. Different building sub
 - f. Maybe give them an option if they would rather be placed or have an option
 - g. Regional/Feeder-specific sub? - Can we even "budget" for this and replace if they are hired
 - h. No forced placements
3. Wrap up
- a. Next meeting December 2nd