



## Employee Council Meeting Minutes 11.4.2019

### 1. Minutes

- a. Discussion regarding future meeting dates
- b. Annual Superintendent Sessions will be coming soon
- c. Survey and Listening Sessions - reviewed total in person attendance at the Licensed Listening Sessions and completion of survey
  - i. Can we get the percentages of employees that are new, 5 to 10 years, 15 to 20 years and 20 years plus
  - ii. Wish there would have been more options in the schedules - more than just two

### 2. Compensation Plan Updates

- a. Comparison trends with other districts with lanes
- b. Comparison trends with other districts with range of steps
- c. Proposed schedule based on trends in local area as an overlay
- d. Still waiting for 113 licensed employees to submit experience and years of service
  - i. One member said we should be proud of the work we have done and how far we have come to get to this point!
  - ii. Is there anything that is missing?
  - iii. Would it help to have district leaders (ie EDOS) come out and share the work that has been done by EC so far?
  - iv. Is there enough time to actually present the numbers to the BOE?
  - v. Can we provide a clear picture of what we are presenting and when it will be presented to the BOE?

### 3. Breakout sessions for feedback and recommendations

- a. Classified & Pro/Tech - Medical and Dental Plans
  - i. Benefits Presentation
- b. Licensed & Admin - Displacement Process
  - i. Displacements, SB -191 discussion, priority hiring pool process, limited term assignments (OYO)
    - 1. Licensed employee comp group will next Monday, November 11th

### 4. Wrap Up