



## Employee Council Meeting Minutes 2.10.2020

1. Minutes
  - a. Welcome
    - i. Discussed current openings and filling those spots
      1. Licensed (1 East Highlands Ranch, 1 Castle Rock)
      2. Administrative (0)
      3. Pro/Tech (1 Parker)
      4. Classified (1 Parker, 1 Wilcox)
2. [Theme 5 - Equitable Distribution of Resources](#) - Derek Chaney & Marci Brown
  - a. Additional Pays Feedback and Work Session
    - i. Current state & additional pay feedback
3. Breakout sessions
  - a. Licensed/Admin - Comp feedback and work session
    - i. Board Compensation Resolution
      1. Predictable
      2. Acknowledges
        - a. Experience/Longevity
        - b. Knowledge Performance - Skills
        - c. Easily comparable to neighboring districts
        - d. Progressively moves toward regionally competitive
        - e. Reflects research best practices
        - f. Input and feedback
    3. Sustainability
    4. General Feedback
      - a. At end of lane - should be COLA eligible
      - b. Need to look at scattergram of data to see who falls where relative to option
      - c. Option to create additional schedules with lower starting salaries and larger step increases?
      - d. Option which ignores step and honors current ed placement in the closest cell
      - e. Question about distribution of employees in each cell



- f. Some participants worked with finance representatives on manipulation of option
  - g. Conversation around COLA on or off the schedule
- 5. FAQ
  - a. Why the large jump from BA30 and MA?
  - b. What happens at the end of lane?
  - c. How will we recognize those who chose not to pursue Masters degree during frustrating former years? (ie. longevity?)
  - d. Also collecting feedback from compensation email to create FAQs
- 6. Additional work session and information on March 2, 2020

- b. Classified/ProTech - Personnel Policies feedback
- c. Licensed - Personnel Policies feedback will happen next meeting