



Employee Council Comp Study Group Meeting Minutes 3.2.2020

1. Minutes
 - a. Welcome
 - i. Icebreaker
2. Personnel (G) Policy Draft Review and Work Session with Licensed
 - a. Feedback - Cathy took notes
 - i. "G" Policy review
 1. GBEA Staff Ethics and Conflicts of Interest
 2. GBEB Staff Conduct And Responsibilities
 3. GBEBA Staff Dress Code
 4. GBEC Alcohol and Drug-Free Workplace
 5. GBGB Staff Personal Security and Safety
3. Director Hansen introduced herself and thanked EC for all of the hard work and let the group know that she will continue attending EC
4. Step and Lane Elements Information
 - a. Review of information
 - i. Step and Lane Schedules
 1. Questions from EC members about budget forecasting for this from the past and its impact on the schedule work now. Arranging for budget conversation at next week's meeting
 2. Options to maximize the maximum number of employees positively impacted in a future model
5. Compensation Models and Small Table Groups
 - a. Affected Licensed Groups to be considered
 - i. New Hires
 - ii. Recently hired this school year
 - iii. Current employees
 1. Under cell to on cell
 2. Above designated cell
 - iv. Feedback discussion
 - b. Discussion of structure sample options A-E to Board Resolution



- i. Which elements are met? Which are missing?
 - c. Review
 - i. What suggestions do you have regarding enhancement to each schedule if more designated dollars were to be added. Which groups should be prioritized in this coming year's schedule?
 - d. Conversations on hard to hire and longevity
 - i. Positives? Suggestions?
 - e. What groups should be implemented this coming school year? Next three years?
 - f. What should occur for employees who fall above their designated cell?
- 6. Table Group Sharing
 - a. Some negated sample option D and E completely - yes we would like to be competitive but a larger portion has been here
 - b. Option A with a \$40,500 (meaning that all of the cells would have to be adjusted) starting base but also liked the longevity out of option C with the every 5 years - Finance did a quick figure and it would be at the cost of approx \$14 million dollars
 - c. Work on total salary - what else can we offer - sick leave bank, longer maternity leave, class coverage, LOA/Sabbatical, continue to absorb health coverage increases - how else can we show total compensation?
 - d. Prioritized things that needs to be inclusive of all groups - no one would take home next year less than today's net pay (hold harmless next school year)
 - e. No one takes home less money due to benefit increases
 - f. COLA for all employees - what would the metrics look like?
 - g. Longevity built in options suggested for reviewing costing and metrics next week
 - h. Another group liked C because it was very clear and encourages growth and education. Gives long time employees a place to grow. Bring lane down further to capture more people with longevity. Finance will cost.
 - i. How do those protected classes fall into the schedules - if they are basically at the end of their lane. What should occur? Longevity increase, percent or some kind of increase
 - j. MA and MA15 is where most fall. Retain those with experience. Is there incentive to stay on with the district that can be built in? Which phase/year?
 - k. Incentivize education by extending lanes for those have stayed so that we acknowledge them - maximize
 - l. Temporary extension for those that are grandfathered in to capture those that fall in that zone - "Hired before the year...." option to add



- m. Alternative or option to add funds to the Tuition Assistance Program so that more are able to obtain their advanced degree and count it towards "total compensation" - Would we decide who is eligible for more funds/differentiate who and what is approved and would the criteria change?
 - n. Overall the last group agreed on E and looked at reducing the starting salary to 40,500 and increased the step and the total cost would be approximately 13 million but would need to see metrics of how many on cell/above cell.
 - o. To place a majority of our staff would be a very large number and we will work on the number but Finance will look into how much it would cost to place everyone and then how much would be the ongoing cost each year. - We have to have an option that is both an affordable & sustainable option so we do not get to a point to where we implement and then in a year or so we have to freeze everyone. We must think long term and how to most positively impact as many of our licensed teachers as we can.
7. Communication was suggested - we will be bringing information to the BOE in May to approve a schedule but as of now we have to operate under the current system that we have.

Next meeting: March 9, 2020