



Employee Council Comp Study Group Meeting Minutes 3.9.2020

1. Minutes
 - a. Welcome
 - i. Director Hanson introduced herself and thanked EC for their work
2. Personnel (G) Policy Draft Review and Work Session with all employee groups (4 additional policies in addition to the 5 already reviewed)
 - a. Feedback - Notes taken and provided for BOE and Legal review
 - i. GCKAA - Teacher Displacement
 - ii. GCO - Evaluation of Licensed Personnel
 - iii. GCQA - Instructional Staff Reduction in Force
 - iv. GCQF - Discipline, Suspension, Non-renewal and Dismissal of Licensed Professional Staff
3. Employee Council membership update - application will be sent out to all employees before spring break and reviewed in April for EC to review (postponed to later date due to COVID-19)
 - a. Licensed (1 East Highlands Ranch, 1 Castle Rock)
 - b. Administrative (1 Highlands Ranch East)
 - c. Pro/Tech (1 Parker)
 - d. Classified (1 Parker, 1 Wilcox)
4. Budget information presented by Colleen Doan
 - a. [School Budget 101](#) & Discussion
5. Additional Salary Options (F & G) Work Session
 - a. Some of the additional information suggested at last EC meeting to increase starting salary as well as longevity pay, in addition to other items with the supporting metrics of where our employees fall
 - i. It was brought up about semesters and quarters etc to add the step
 - ii. Regardless of any option any given option will have a small percentage of teachers would receive less - it was shared that we want to hold harmless
 - iii. If we look at where it shows distribution of employees some are overpaid and will not be corrected no matter



- iv. Building models with a number in mind to do what the Board asked to be looked at after working session in February
 - v. It was brought up that if we compare to CCSD we always hear that you can get 10K more but it is not comparing
 - vi. Teresa from Oehm shared that it depends on the hire and it can vary. There are a lot of gray areas even with contracts. Every situation can be changed into a possibility that positions may be looked at as hard to fill even if they are in fact not really so
 - vii. A majority of licensed certified teachers will be put in a better place
 - viii. Pushback for people that have been here - even if it is only for 5 years, we want to make sure that it is addressed
 - ix. Director Hansen shared that the aoptions A through E and the new hires was an option to do plus a COLA. As they went through what employees needed as well as PERA increases, Benefit increases. They looked at all options on about 8 pages of options. Tomorrow will be part of what they are wanting input and how do we prioritize. This is a significant impact
 - 1. .Consider how we will get to that 16 million dollars - so much to consider. We want to benefit the most employees that we can
 - x. So many pieces of compensation that are hard to understand for those not in the continual meetings as EC members
 - xi. Do we want to retain quality teachers or attract - it seems to be different depending on which board member you hear
 - xii. Part of the compensation package should really include our benefits package that gives options to our employees
 - xiii. The possibility of a CBA was brought up again by an Employee Council member and request by member for the discussion to occur. We have the responsibility to work under the structure that we have been given and we must continue to progress through in the current structure. However a discussion will be permitted.
- b. Table Groups to discuss
- i. New Hires?
 - ii. Recently hired?
 - iii. Below Cell?
 - iv. Above Cell?
 - v. Maxed in their lane?
 - vi. Other groups?



1. If we get more in at a higher level then more people will become part of the compressed group
 2. Getting back to the C and F options so that it honors longevity in the MA column but still start at 39K rather than raising the start
 3. Doing the most good for the most number of people to prioritize PERA and Benefits and perhaps a COLA. Important to include benefits as it is a big option that most neighboring districts do not have - advertise our benefits package
 4. If another district's cells are higher and they are paying more out of pocket for benefits
 5. If we raise the salary increase of 5K and other things are cut then there is a tipping point that makes it very unpleasant - if there are no supplies, busing, class support
 6. Phasing and how that looks - what is the cost- total compensation
6. Request of a couple of EC members to host a conversation around the conversation of a Collective Bargaining Agreement (CBA). Table discussions were allowed at the end of the meeting. Feedback from table groups:
- a. Expertise of salary negotiation
 - b. Didn't see good of one in past
 - c. Excellent professional development
 - d. Unified
 - e. Political issues in DC cause a CBA to be politically untenable/risks
 - f. Work was done - trusted and vetted
 - g. Currently have so many licensed reps in EC so we would not want EC to go away but in addition to a CBA (if one came)
 - h. Current EC = everyone has an equal voice, multi EE groups represented
 - i. CBA could tackle more issues/topics than EC currently do/handle (minutes for lunch, sick leave bank, etc.) that CBA used to handle
 - j. Comments are not "anti-union," rather they represent our current situation
 - k. The union could address some things that EC cannot address - the basics
 - l. Reduce employee turnover
 - m. Experts in to help negotiate so there is a shared cost and with shared cost shared responsibility 3407 signed petition that they want elected reps that cover all
 - n. Negotiations are open meetings
 - o. Members vote



- p. Not worried about “reformers” - community listened to teachers, passed MLO, won last 3 BOE election
- q. Teachers would work to pass any down the road
- r. Get experts in to negotiate
- s. Teacher may not be able to afford dues
- t. Teachers were let go and maybe not given new contracts each year
- u. Cost to district
- v. Outside source - or is it DCSD teachers - do we have to pay?
- w. How could a CBA help pro/tech and classified employees?
- x. Legal protection under CBA
- y. Worry about implications with voters
- z. Dollars spent/sent to an organization (CBA)
- aa. Perceived additional transparency of CBA

7. Meeting Closure