

**Employee Council Minutes - 5.23.2022**  
**Virtual Meeting**

- Welcome
- Each member was given the opportunity to state a positive end of year experience
- Open Enrollment - last week before mandatory enrollment closes Friday, May 27, 2022
  - Q & A
- HR & Finance Compensation Team
  - [Presentation to be shared with the BoE on 5.24.2022](#)
  - Update on Licensed employee group
    - Reference was made to all of the important information in the new [DCSD 2022-2023 Licensed Salary Guide](#)
    - The compensation team is currently working with Aimee Barker in CTE to update any positions that should be on the CTE list
    - June 1- July 15 will be the window for the task to add any additional educational credits you may have to your education tab in Workday
  - Update on Non-licensed employee groups
    - Much time and effort has gone into looking at all of the job profiles and revising job descriptions in the system and the relevant market (other surrounding school districts) and what positions might we be losing people to in other non-school district positions
    - There is still much more work to be done and will continue
    - Minimum pay increases will still happen even if people fall over their assigned range - it would be in the form of a one time lump sum that is PERA includable and is HAS includable as well.
    - Avg. salary for non licensed staff will increase 6% - Admin = 5%, Pro/Tech = 5.5%, Classified = 6%
    - We are aware that we are not exactly where we want to be with all employees, but we are committed to continuing the work and we have tried to share the sheer magnitude of the cost and amount that we are putting into the compensation project. We are about 90 million dollars behind in bond dollars CCSD that we are often compared to
    - We take into account that we have had various practices of hiring new employees and how their salaries have been set as well as how raises were given in the past
    - We will be adjusting for compression in some areas that has been created over the years
- Wrap Up & Planning for Next Year - adjourned until after summer break