



Employee Council Minutes 8-26-2019

1. Welcome

- Welcome back and ice-breaker.
- Updates from Dr. Tucker, Marlena Gross-Taylor, and Amanda Thompson
- Director Holtzmann thanked Employee Council for their focus on compensation as well as letting everyone know that culture and climate is another area of focus.
- Scott Smith, CFO shared information from [Pera Senate Bill 18-200](#). This is a state law that all school districts have to follow. There is an impact to employees, employers, retirees, and the state ([Pera Presentation](#))
- Minutes review and approval from 5.20.2019 meeting. Approved.
- Marlena Gross-Taylor, CAO shared the [Board of Education Strategic Plan Update](#) and the strategic plan launch.
- Amanda provided information regarding EC members attending September 3 BOE study and dialogue session with the Board. (smaller representative group)

2. Compensation Plan Updates

- Jack Kronser updated EC regarding gathering transcripts plus years' experience for all licensed employees. There were over 3400 transcripts reviewed. Current state = 1000 accepted and submitted in terms of years' experience and evaluated education credits.
- Initial Salary and Group Input Session
- Teresa Lange, Oehms Consulting shared updates of the [Compensation Process & Timeline](#) as well as a presentation on the compensation update and input session
- Table Group break-out session to gather initial input and feedback regarding pay schedule considerations
 - Wrap up
- Next regular EC meeting is September 16, 2019
- Next EC Comp Study Group is September 23, 2019 (CANTRIL GYM)