

Employee Council Minutes 9-16-2019

1. Welcome

- Welcome back and ice-breaker.
- Staff Wellness updates - Holly Giron

2. Compensation Updates

- Initial data breakdown from salary schedule considerations (ranked and tallied with 1 as most important and 7 as least important) from 8.26.2019 EC meeting
 - 1 - Hard to fill
 - 2 - Longevity
 - 3 - Recognition (skills, etc.)
 - 4 - Years recognized at hire
 - 5 - Starting pay
 - 6 - # of lanes
 - 7 - # of steps
- Mary shared that we have received 356 updates of education level information from licensed employees. After we review and audit the information another task will be sent out to verify that the updated information is correct and accurate.
- Teresa Lange, Oehms Consulting, was able to share salary schedules for Jeffco and CCSD whose schedule structures differ from each other.

3. Strategic Plan Update

- As we continue the compensation work, what are your specific ideas on teachers who fall above the salary range of their cell? Members participated in a thought exchange activity.
 - Upcoming events
 - District PD Day - afternoon of September 20th after all employee DCSD Strategic Plan Launch at the Pepsi Center
 - Summer Summit 2020 May 27-29, 2020
 - Building Compassionate Learning Communities Conference March 27 & 28, 2020 - partnering with Skyridge Medical
 - District Fall Literacy Week Oct 7-11, 2019
- Strategic Initiative Checklist
 - Results in sustained changes in practices and approaches
 - Targets observable, tangible changes in district/school staff behavior
 - Not episodic events or activities

- Not reliant upon a specific, externally marketed product
- Enabling processes are not separate initiatives

4. Wrap up

- Next meeting will be EC Comp Study Group September 23rd in the **Cantril Gym**