

## Employee Council Minutes 9-23-2019

1. Welcome
2. Gallery walk with table groups to view neighboring district's salary schedules with the purpose of seeing the similarities/differences across the metro area. This is in preparation for a licensed salary schedule work in November. Details below each are notes from Employee Council members.
  - a. Adams 5 Star
    - i. Values education and appreciated MA + 80 lane
    - ii. Board certification
    - iii. Nominal longevity incentive
    - iv. Too many educational options
    - v. Annual or bonus?
    - vi. Values education - improving practice
    - vii. Like specialists has additional base salary + 3 ½%
    - viii. Honors extra education and longevity
    - ix. Accounts for hard to fill in specialist positions
    - x. Values additional education - I like you can continue taking classes and get paid w/o a PHD
    - xi. Values National Board Certification
  - b. Cherry Creek
    - i. Nice
    - ii. Define steps in 15?
    - iii. No value to continuing ed
    - iv. Value of education
    - v. Longevity stipend?
    - vi. Encourages education & discourages longevity
    - vii. Values education not longevity
    - viii. Predictable but doesn't seem to value education or longevity
  - c. Boulder
    - i. # of days 186?
    - ii. Define steps
    - iii. Longevity?
    - iv. What about newbie teachers? - Can they afford university credits?
    - v. Emphasized "formal" education and is one of the most focused on  
- only 3 options before MA is required
    - vi. Credits = university credits only?

- vii. Competitive starting salaries
  - viii. Emphasizes educational attainment
  - ix. Same as #6 (Adams Five Star)
  - x. Values education
- d. JeffCo
- i. No credit for BA + hours - doesn't reward nonpurposeful education
  - ii. Why not just "MA + \_\_\_\_"
  - iii. Values longevity by giving raise every year for B.S.
  - iv. Not enough lanes
  - v. Education not valued
  - vi. Little incentive for education
  - vii. Doesn't encourage cont. Ed unless a big \$ investment - doesn't encourage longevity
  - viii. No increase for those coming into district w/ Masters?
  - ix. Value longevity over education? - because % difference is so small
  - x. Doesn't value new teachers - no raise in pay for a B.A.
  - xi. More bones to incentivize educational attainment would be good
  - xii. BA + 75 including MA is a nice feature for SLP, OT, PT, Psychs, Social Workers etc. who are required to have an MA at the entry level and whose Masters tend to be 75 or more credits
- e. Denver Public Schools
- i. Does not emphasize education like others
  - ii. No thanks!
  - iii. Predictable
  - iv. Not enough "in between lanes"
  - v. Places an emphasis on education
  - vi. What type of credits?
  - vii. Does not honor longevity or extra education
  - viii. Stops at 20 years
  - ix. Why 18 and 36 hours and others 20 and 40?
  - x. Like BA + 36/MA
  - xi. Hourly
- f. Littleton
- i. Large increments for education
  - ii. A lot of options regarding education
  - iii. Pays more than DCSD - high starting pay
  - iv. Encourages longevity & higher ed
  - v. More predictable for district budgeting
  - vi. Not much flexibility in pay other than COLA for more years
  - vii. Confusing

- viii. Would rather see + hours - \$ Doctorate expensive and not accommodated / pay

g. Westminster

- i. Letters vs #s prevents confusion (of “years”)
- ii. Similar to 1 and 6
- iii. Values new quality hires (high starting salary)
- iv. Values small increments of learning vs. focused learning in topic area = degree
- v. What do the letters mean?
- vi. Values education
- vii. What is a step?
- viii. Doesn't seem to encourage longevity
- ix. Does encourage continuing education
- x. How would I know what I'd make if “L” MA+15 and get 15 more hours credit

h. D11

- i. Limited w/ longevity
- ii. ?
- iii. Confusing - looks smashed together
- iv. Not transparent
- v. Confusing
- vi. Confusing - doesn't value longevity or education
- vii. On the low end for starting pay

i. Aurora

- i. Values longevity w/o emphasis on continued education
- ii. Difference between education small
- iii. Values education & length of service
- iv. Encourages longevity (+/- on continuing ed)
- v. Like that years are valued
- vi. You can't pay too much
- vii. Never caps
- viii. Not too much compared to “real” jobs
- ix. Too much
- x. Does not value education attainment - why? How can they afford this schedule?

3. Comp work overview

- a. Scott shared where we are in the comp work and collection of data including over 3600 transcripts, years of service and education levels

4. Discussion

- a. It was suggested that we do a survey rather than input sessions due to employees ability to attend input sessions. Discussed that this was the reason multiple dates and locations were published to the Board at a recent meeting.
  - i. Discussion to break up into employee groups in the room - separate meetings? (it was also brought up that it was done like that in table groups with each employee group together and the role of Employee Council has morphed into more than it was originally intended
- 5. Wrap up - next meeting is Licensed Listening Session on October 7th at 4:30 pm in Wilcox Boardroom for Comp Study Group.