



Employee Council Meeting Minutes 9.27.2021

1. Welcome

- a. Mr. Corey Wise, Superintendent - We are close to fall break at this point and it is amazing how quickly this semester is going by. I would not ever have predicted that we would be dealing with all of the variants of COVID and we know it adds a lot of emotions and dynamics. We want to call out the positive and look at homecomings and all of the work that is being done so far. We are focusing on the new compensation plan that we want to put into place for next school year and looking at future plans on moving us forward. We are excited to look at all employee groups and pay gaps in the system as a whole. We are going to be talking later about filling vacant positions on Employee Council.
- b. Amanda Thompson introduced Mary, Scott, Kate, Josh and Colleen to share more information about the compensation work being done. The comp team has been working hard to move us forward in creating the plan. [Compensation Project Updates](#). Job descriptions are currently being reviewed by managers so that they are accurate and will be updated to reflect the actual work being done. Market data is also being gathered, as well as range review of all job types. Analysis of placement of employees within each job position range - Identify those who need adjustment, determine cost and implementation timeline.
- c. Questions and feedback of questions for EC members regarding the review of all job types. We are doing our best to not only put this in place next year, but set this systemic approach over time.

2. Benefits survey

- a. Scott shared that we are currently constructing a benefits survey to send out to staff to get feedback around our benefits structure and access to wellness and self care supports.

3. [Draft Leave Processes](#)

- a. Discussion around if there is a need to revise this Employee Guide language.

4. Sub Office Updates

- a. Sub town hall was held last week and it was very telling. It was brought up how helpful it is to have the most up to date and accurate sub plans to best serve students. Subs want to feel like part of the school family. Please "roll out the red carpet" so they do feel appreciated and like they make a difference. We have updated sub pay just as of last week to encourage more of our subs to work on a



regular basis, especially on the Mondays and Fridays where we have the most need.

5. Staffing vacancies and [Classified Job Fair](#) (held on Sept. 25, 2021)
 - a. There is currently a labor shortage all across the country and right here in our district. We had our classified job fair and we did advertising through the radio, online advertising, posters and banners on buses to encourage people to come and apply for open jobs within DCSD.
 - b. We are currently having conversations with CDE to make it a little less difficult for a teacher to move from a regular ed to special ed license. We are also working with CTE to work on “grow our own” opportunities within our district.
6. Vacancies on EC and process
 - a. **Employee Council Members (as of 9.1.2021)**
 - b. Admin: 5 members, 2 vacancies
 - c. Pro/Tech: 6 members, 1 vacancy
 - d. Licensed: 11 members, 5 vacancies
 - e. Classified: 5 members, 5 vacancies
 - f. Total: 27 members, 13 vacancies
7. Final statements from Superintendent Corey Wise around questions and specifically about masks and if staff members get vaccinated and receive a booster shot, will there be an option to go without masks? At this point we must follow the PHO, which requires the wearing of masks. Mr. Wise said that we are walking away with some takeaways from tonight’s meeting and that we will be meeting in person for our October 25th Employee Council. We will be sending out the EC application to the system to try to recruit new members to join EC

*Next Meeting 10.25.2021 - location still TBD