

DCSD Employee Council Minutes

September 18, 2023

4:30 p.m. - 6:30 p.m.

620 Wilcox Street/Boardroom

Welcome

- Checking in with the group

What's Bubbling?

- Tech issues and internet connectivity has been getting people frustrated out in the system. Further information was shared on solutions coming. Actively working on this.
- People asking about 5A and 5B and how difficult things are in the buildings with the staffing shortages in all areas around the district. Specifically mentioning SLP and SSP shortages as we are working with Student Services and trying to explore every avenue that we can to try to assist. Working with contractors to try to find additional help but even that has been difficult in a nationwide shortage. Competing with hospitals too.
 - Recruitment is going strong and we are trying to attend job fairs as we try to pull people in as early as possible as well as trying to explore other alternatives and options, including growing our own in new branches. Current DCSD alt program is at capacity this year. Multiple universities want to partner with DCSD.
 - Impact of social media (outside) in parent partnerships. Exacerbates burnout.
 - Misnomer/rumor possible mentioning of schools being closed. See the boundary and Bond information on this site: [DCSD Funding website](#).
 - Positivity of the free lunch as well as the backpacks program - people are using it and have heard very good things about it out in the system and it is a morale booster for staff - as well as BASE discounts for employees. Happy about the climate and culture norms.
 - ECC South - piloting full day preschool that sounds great in theory and some has been positive but so many challenges seems to further exacerbating the exhaustion. Dr. Smith helping gather feedback.

Retention Stipends

- Paid this month
- Fact Sheet

HR BOE Hiring and Turnover Presentation

- Highlights
- Focus Areas and Data Tracking

MLO and Bond November 2023

- Fair Campaign Practices Act Reminder- Information (Do's and Don'ts)
- Information and Facts- DCSD Website

Evaluation (Non-Licensed) Update

- Review of working draft that the Evaluation Committee has been working on since last school year that we are trying to have available by mid October.
- Review of Supplement Sheet that assists with components, descriptors and explanations of each
- Trainings will be built to assist managers
- EC positive feedback on drafts and new processes.

Membership Discussion

- Goal is to have representation across school levels, regions, employee groups and district departments. Review of current applications that we have received.
- EC wanted to move to quarterly or 4 meetings a year. Project based work. See below.
 - Benefits and Wellness review and enhancements. Balancing costs for district, trying to keep offerings wide and diverse, while affordable as possible. Lots of potential to review and expand voluntary benefit options that employees can self select and opt into. Better focus on tying in claims/health areas to employee incentives and offerings. This helps drive lower costs for all and helps our employees and their families to be healthier.

Meeting Adjournment

**Next Meeting - November 13, 2023