

Employee Council Minutes - 1.9.2023 In Person Meeting

- Welcome
 - Special Welcome to our new EC Members: Lucy Squire, 3rd Grade Teacher CME and Denise Nichols, BASE Area Manager
 - Superintendent Updates - Erin Kane
 - Updates and information about the work being done towards short term retention strategies that will also be shared and presented at the BoE meeting tomorrow, January 10, 2023.
 - Short Term Retention Strategies Feedback Q&A
 - Positive feedback from EC on strategies and will be appreciated and well-received.
 - Q: Are we still going to open up the window to add credits to move forward in the step and lane schedule year to year?
 - A: Employees will be allowed to enter their graduate level credit as they have been in the past to move forward in the step and lane schedule.
 - Q: Is the \$2000 retention stipend a done deal? Will this be messaged out to employees?
 - A: Superintendent Kane let EC know that we have posted this on the board agenda and our intentions are that at the board meeting tomorrow the information will be shared publicly and then it will be messaged out to the system as a whole. We want to show our appreciation to ALL employees.
 - Q: How is the sub situation this year? Is there going to be an issue with offering an additional personal day, when it comes to class coverage?
 - A: Our sub rate is great and well over 90% and we are in a very good spot this year with coverage and the number of unfilled sub jobs.
 - We are currently working on a “Grow Your Own” with an alternative licensure program that we are currently discussing and working with CDE to develop as well as a “Teacher Cadet Program” at the Legacy Campus. Profession elevation across the board to assist our employees to get to the next step in their career with DCSD. This will include all employee groups ie. trades etc.
 - Benefits have been historically prioritized by absorbing health benefit premium increases for almost a decade to ensure little to no impact on employees. This is a great way to utilize one time money within the District. Our hope is to do everything we can to make it possible for employees to stay with DCSD.
 - We are also looking at adding one additional personal day to each eligible employee on July 1, 2023. This will be a one time addition for the 23-24 school year, not ongoing at this point.

- We are continuing to work on our Employee Discount program that we are trying to negotiate discounts with cell phone carriers, health meal delivery, hotels, car rentals, movie and event tickets as well as many others.
- We want to continue to improve the ease of access to healthcare, work-life balance and climate and culture. We are currently working with our health care providers to schedule screenings and/or clinics for employees when we have days off and do not have to use PTO in order to do self care in order to care for yourself and your family.
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- Work Session & Engagement
 - Equity Resolution
 - Matt Reynolds
 - In January 2022. The EAC identified the following focus area from the EAC Bylaws: diverse backgrounds, and identities, including a periodic review and analysis of recruiting, hiring, and retention practices of the District.
 - EAC has reviewed our current state including local and national employment data, processes and practices
 - EAC will finalize recommendations soon and this will be an ongoing process over time
 - Short Term Retention Strategies
 - Breakout working groups
 - Long Term Recruitment & Retention Strategies
 - Breakout working groups
- Initial Preview and Planning for Next Meeting
- Housekeeping
 - What's bubbling?
 - Agenda Topics for February
 - Further Discussion of Long Term Strategies for Recruitment & Retention
 - Evaluation Feedback Review
 - Others?

*Next meeting will be February 13 , 2023