

DCSD Employee Council Meeting Minutes

April 17, 2023

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

Wilcox Boardroom

4:30 Welcome

- Pizza and welcome

- District updates

- Employee Evaluations & Engagement Session
 - Evaluation Committee
 - Goal-take all of the feedback from the year of conversation and develop content as well as structure that is more intuitive and less cumbersome.
 - Make up of the committee
 - Timeline of the committee
 - Obstacles
 - Large amount of feedback
 - Developing an evaluation tool for all positions with a more general focus
 - Provide flexibility for managers while specific feedback for staff
 - Incorporate rubrics from various departments
 - Feedback - form sent out to Employee Council for feedback on the DSCD Classified Evaluation Form to gather feedback regarding.
 - Evaluation of Goals during the end of year meeting
 - Job Responsibilities
 - Job Competencies
 - From the employee side (person being evaluated)
 - From the evaluator side
 - DCSD Benefits: Open Enrollment 23-24 SY
 - This year's 2023-2024 Annual Benefits Open Enrollment is Starting in just two weeks:
 - Open Enrollment: May 1, 2023 through May 19, 2023
 - Virtual Informational Meeting: May 4, 2023 from 5:30 pm to 6:30 pm
 - Hear from Kaiser Permanente and UHC representatives about important changes to their plans for the 2023-24 plan year.
 - This virtual meeting will be recorded and posted on

the benefits page at dcsdk12.org

- 1:1 Meetings with both Kaiser and UHC to explore your benefit questions:
 - Kaiser 1:1 meetings will be May 8, 2023 and May 11, 2023
 - UHC 1:1 meetings will be May 9, 2023 and May 10, 2023 from 4:00 pm to 6:00 pm
 - Links for reserving your 15 minute 1:1 meetings will be available soon.

- **DCSD will not be passing on any premium increases to the employees.**

This means that the employee portion of the premium increase remains flat for the 2023-2024 school year. Small plan adjustments have been made for Kaiser and UHC in order to make this happen.

 - Kaiser Permanente
 - DHMO plan will see the following changes:
 - Emergency room copay from \$300 to \$500 per visit
 - High tech radiology (e.g., MRI) copay from \$200 to \$250 per procedure
 - HDHP plan will see no changes
 - Infertility Coverage offered for both the DHMO and the HDHP plans
 - Care Coordinator role added in 22-23
 - United Health Care (UHC)
 - PPO and HDHP plans will see the following changes:
 - Changes to the preferred drug list (PDL) from UHC's Traditional to Essential
 - Adding a process for prior authorization from your doctor for some prescriptions
 - UHC Colorado Doctors plan will see no changes
 - Care Coordinator role added in 22-23

- Open Enrollment for 2023-24 will be "passive",
 - If you do not have any changes in your elections you do not need to do anything in Workday.
 - **It is recommended that you review your plan selections each year. Update your personal and dependent information, and ensure you have a beneficiary elected.**
 - Please note, if you do not make any changes to your 2022-23 selections during open enrollment your selections will remain for the 2023-24 school year.

- Flex Spending Accounts must be re-selected via open enrollment or they will not continue into the 2023-24 school year.

- DCSD Benefits and Wellness Team:

- Connie Buechler, Benefits Specialist
- Chris Nash, Benefits Specialist
- Pat Yamada, Benefits Specialist
- Holly Giron, Staff Wellness Coordinator

- Contact our team with any questions: www.dcsdk12.org/benefits or 720-433-0140 option 2

- Current Vacancies by Region
 - Castle Rock - 1 Administrator
 - Parker - 1 Licensed, 1 Pro/Tech
 - West Highlands Ranch - 1 Licensed

6:30 Meeting Adjournment

**Next Meeting - May 8, 2023