

## **Employee Council Update: September, 2019**

In September the Douglas County School District Employee Council held its second meeting of the 2019-20 school year. Amanda Thompson, Chief Human Resources Officer convened the group.

### **Staff Wellness**

Holly Giron, Staff Wellness Coordinator from the Benefits Office provided an update on available wellness activities and services. Of special emphasis was the availability and usefulness of the Employee Assistance Program ([www.resourcesforliving.com](http://www.resourcesforliving.com)) that provides a variety of mental health and counseling services to all employees and family regardless of their coverage under the district health insurance program. Additional options such as child care assistance, documents to establish a living will and power of attorney were discussed.

### **Initial Emphasis**

In the last EC meeting, members in attendance were asked to provide initial feedback regarding considerations for any future salary schedule work and elements for consideration in our salary work.

It is planned to get additional input from the district-wide listening sessions that have been planned in October. The feedback will be utilized with the Employee Council.

### **Licensed Staff Education/Experience Levels**

Mary Chesla, Human Resources Compensation Director, shared that we have received 356 updates of education level information from licensed employees, and over 1400 requests to review years of licensed experience. Additionally, over 1600 licensed employees have completed the Workday task by agreeing to their levels of education and experience. Human Resources staff are currently reviewing and auditing the information. Another Workday task will be sent out to those who submitted new information or did not respond to the first task asking them to verify that the updated information is correct and accurate. Licensed employees will be notified when this task appears in their Workday inbox. Thank you for your patience as we establish this important baseline data for our employees.

### **Update (10-3-19)**

A second Workday task was sent to 1487 teachers who requested a review of their years of experience and/or an additional transcript review. Over 840 Licensed staff have approved the updated information.

### **Additional Salary Schedules**

Teresa Lange, Oehm Consulting, provided the salary schedules for Jeffco and Cherry Creek School District, which were not available in her presentation to the Council last meeting. She reiterated the uniqueness of each district's priorities that are reflected in the design of their salary schedules. This data is useful as a comparison with peer districts' emphasis on education and experience. Recently, the compensation sub group of the Employee Council met to look more closely to the nine peer districts' salary schedules to examine various qualities and aspects that are common and unique across the metro area.

### **All Licensed Staff Feedback Sessions**

A specific communication and reminder to licensed employees will be shared this week regarding upcoming feedback sessions.

#### **All Licensed Staff Feedback Sessions**

<b>East &amp; West Highlands Ranch Regions</b>	<b>Parker Region</b>	<b>Castle Rock Region</b>
October 8 4:30 pm Location: Rock Canyon High School	October 21 4:30 pm Location: Chaparral High School	October 28 4:30 pm Location: Mesa Middle School
October 9 4:30 pm Location: Mountain Ridge Middle School	October 23 4:30 pm Location: Cimarron Middle School	October 29 4:30 pm Location: Castle View High School
October 10 4:30 pm Location: Cresthill Middle School	October 24 4:30 pm Location: Sierra Middle School	October 30 4:30 pm Location: Douglas County High School

### **Strategic Plan Update**

Marlena Gross-Taylor, Chief Academic Officer, led an exercise utilizing technology to demonstrate the usefulness of online resources for data collection. Members participated in a "thought exchange" activity which provided a wide range of opinions about solutions in this exercise. Members found the process an interesting way to give feedback and input. She also provided an update of upcoming events:

- District Fall Literacy Week Oct 7-11, 2019
- Building Compassionate Learning Communities Conference, March 27 & 28, 2020 - partnering with Skyridge Medical

- Summer Summit 2020 May 27-29, 2020
- Strategic Initiative Checklist

## **Employee Council Compensation Sub-Committee - September 23, 2019**

The Compensation Sub-Committee met on September 23, 2019. Mary Chesla, Director of Compensation, convened the group and reviewed the agenda.

### **Salary Structure Gallery Walk**

Employee Council participated in a Gallery Walk in which committee members viewed the Licensed salary schedules of the nine Front Range districts being used as comparison districts for the compensation work resulting from the BOE's Compensation Resolution. Participants were asked to note similarities and differences between the various schedules, along with their pros and cons of the various components of the schedules. It was generally noted that there are few similarities among our neighboring districts, with a wide variety of approaches to experience and education credit, consideration of hard to fill positions, and longevity.

As always, if we can do anything to serve and support, please reach out to our office at: [info.human-resources@dcsdk12.org](mailto:info.human-resources@dcsdk12.org). Thank you for all that you do to support the success of our students!

Sincerely,

DCSD Office of Human Resources