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From: **Human Resources** <do_not_reply@dcsdk12.org>

Date: Thu, Mar 7, 2019 at 2:00 PM

Subject: Employee Council - All employee email 3.7.2019

Dear Douglas County Employees,

The DCSD Employee Council meets once per month, and is currently focused on providing staff insight and input into the development of a new, comprehensive compensation plan for DCSD. The [Employee Council](#) consists of teachers, administrators, professional/technical, and classified employees from across the school district.

In recent meetings, the Employee Council has discussed the need for a new compensation plan that aligns with the Douglas County School District Board of Education [Resolution](#), which outlines the Board's values related to employee compensation.

The Employee Council reviewed the Board resolution and highlighted the following values to focus on as we work with the Superintendent and Board to redesign DCSD's pay system:

- Predictable, fair and transparent
- Considers experience, education, and performance
- Easily comparable to neighboring school districts
- Progressively moves toward competitive pay
- Reflects research and best practice
- Designed and implemented with employee feedback

We will be reviewing and providing input into compensation structures for every employee group; and simultaneously providing input into the development of a new teacher salary schedule that incorporates the Board's values as outlined in their compensation resolution.

Due to the layers and complexity of creating this new system, please know it will take time and we ask for your patience. As DCSD employees ourselves, please know that we ALL feel the urgency of this critical task. However, we must do our due diligence and take the time needed to get this right. ***We anticipate that the development of a new compensation structure will be a work in progress for most of the 2019-20 school year.***

The DCSD Office of Human Resources and the Employee Council are working together on the following next steps for developing a new pay structure for our school district:

- A salary study is under way to provide us research-based data for a multitude of positions and to compare our salary structures to other districts in the front range.
- This spring, DCSD will begin to partner with an outside consultant to help us determine the compensation needs of the District. The work over time will include: analyzing current salaries, education level and experience; gathering input and ideas from our employee groups; developing a compensation structure which meets the BOE's resolution; determining the budgetary implications due to any

proposed salary changes; and communicating the proposed plan when compensation structures are finalized.

- Our compensation recommendations will be formed in Employee Council, with a compensation sub-group of Employee Council members, and via gathering input from our employees. Recommendations will be shared with our Superintendent and Board of Education for final decision making.

Here is how you can help:

- DCSD's Office of Human Resources is evaluating the current state of education attainment for each of our licensed staff. Unfortunately, transcripts have not been collected in approximately eight years. Knowing that our teachers and other educators, as lifelong learners, have most likely participated in professional development since then. In order to create a pay structure that values education, we will be asking licensed staff to provide up-to-date transcripts (unofficial transcripts are accepted at this time) and district-level credits (instructions on how to obtain your district credits are found [here](#)). Please begin to locate your documents right away. In order to accomplish the Board's Resolution, it is important we make sure this step is completed with your help. You may upload your education documents in Workday through the task that will be sent to your Workday inbox. This will be available starting Monday, March 11. Evaluating transcripts will be time consuming but meaningful work worth doing in order to progress towards next stages in revising the compensation structure for licensed staff. It is our goal to evaluate and update this information between now and the end of summer.

The Employee Council will continue to share updates with you as we progress through the work, including opportunities for you to provide input. Our next meeting is March 13 and it is our goal to communicate our progress after each of our monthly meetings.

The most important information we can reiterate to you now is that a new compensation plan is coming!

Making salaries more competitive with neighboring districts in the future is another step in building trust with each of our 8,000+ employees. Thank you for your dedication to the lives of our students.

Sincerely,

The Employee Council