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From: **Human Resources** <do\_not\_reply@dcsdk12.org>

Date: Thu, May 30, 2019 at 6:36 PM

Subject: Employee Council May 2019 Updates

### **Employee Council Communication**

On May 20, the DCSD Employee Council gathered for their last meeting of the 2018-2019 school year. The following are a few updates and takeaways from the meeting to keep you informed of the great work of Employee Council.

- Thank you to everyone who has uploaded their transcripts (92% have been collected!). This is great progress! Human Resources still needs transcripts for just over 300 staff members (if you haven't uploaded yours, please do so ASAP). Please reach out to our department if you have any questions or need support.
- The Employee Council reviewed a draft timeline graphic related to the compensation study being conducted by Oehms Consulting. The graphic is being revised to incorporate feedback from the Council. The graphic will soon be available in June on the [Employee Council page of the DCSD website](#) for reference of progress in this important work throughout summer.
- The Employee Council worked as a group on an exercise that involved understanding the nuances of various compensation structures utilizing examples from Metro area districts. Participants compared and contrasted various types of compensation systems, studying the qualities of each. They had an opportunity to look at three very different systems (Eagle County School District, Cherry Creek School District, and Academy School District 20) as well as several others (including Littleton, Adams 12, Denver, Aurora, JeffCo). Participants examined each system and provided feedback on the pros, wonderings, and cons. This information helped Council members better understand the different facets of compensation plans and how a compensation plan needs to be tailored to the specific needs of that community's teachers/employees. During our analysis, it became apparent that our new system must not only compensate teachers for their longevity and education level, but it must also attract and retain quality teachers while mirroring our Board resolution on compensation. We want you all to know that we truly appreciate your patience as we work through this process in our goal of a new compensation system.

The Employee Council decided, as a group, not to meet over the summer due to varying schedules and work contracts of its members. They look forward to reconvening in August.

However, the compensation work will not stop! DCSD Human Resources will continue to compile and analyze transcript data, communicate and confirm education attainment levels and years' experience to each licensed employee once the transcript analysis review is completed. Additionally, our compensation department and consultant will finalize our market study analysis of pay rates across the state.

We look forward to providing you with updates at the beginning of the 2019-2020 school year. Have a wonderful summer!

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