

**Employee Council Minutes - 11.14.2022
In Person Meeting**

- Welcome
 - Icebreaker- voices in the room & connections activity
- Current Employee Council vacancies: 5
 - 1 application was received last week and reviewed by EC at this meeting and it was decided to invite the applicant to be a member of EC and is from the West Highlands Ranch Region so will fill one of the open positions (licensed).
 - Pro/Tech - 1 Castle Rock Region (CIPG)
 - Licensed - 3 total - 2 West Highlands Ranch Region (1 Elem. & 1 Secondary) & 1 Parker (Elem.)
 - Classified - 1 Castle Rock (Transportation)
- What's Bubbling?
 - Why are some SPED positions not considered hard to hire?
 - Typically in a non-severe shortage of applicants it is not as difficult to fill some positions so they would not be considered hard to hire
 - Reviewing areas in preparation for hiring season
 - What is the possibility of the Tuition Assistance Program being added back for more applicants that have added their name to the waitlist?
 - The Literacy survey that was recently sent out has people talking about if their information will be anonymous
 - COVID feedback - should we isolate for 5 days? Getting conflicting information? Currently there is a guideline that it is suggested to isolate for 5 days but honestly at this point we are treating it as a normal illness; for instance there is a 24 hour time period that the staff/student should be symptom free before returning back to school/work. Currently there is no tracking system unless it is a positive lab test and is reported to the health department. We are referring people to the CDPHE website for up to date information.
- Post Election Follow Up
 - Please see the virtual staff town hall where Superintendent Erin Kane spoke directly to staff and reassured everyone that we are okay and we will try again to go for the Mill and Bond in 2023. There are no plans to make massive changes or cuts and we are hopeful about being able to give modest raises for next school year
- [FAMLI Presentation](#) (Presented to the Board of Education November 1, 2022)
 - Feedback
 - This is not just for school districts, it is for all Colorado businesses
 - It makes sense that we opt out especially due to the cost to the district and to employees

- We are not taking anything away from the employees and under option number 1 we are forcing our employees to pay even if an employee does not want to participate
- Employees can choose to opt in on their own if the District opts out
- Supportive of Option 2- least financial burden.
- Question-Is there any chance that current benefit offerings would change if we do decide to opt in?
 - There is not anything currently being discussed to remove any current benefit offerings
- Non Licensed Evaluation Process
 - What is working with the current non-licensed evaluation process in Workday?
 - What areas need improvement?
 - Examples:
 - Evaluation of Goals during the end of year meeting
 - Job Responsibilities
 - Seems to be unfair as some people have only a few and others have many more
 - Job Competencies
 - From the employee side (person being evaluated)
 - From the evaluator side

*Next meeting will be January 9 , 2023