

## **Employee Council Minutes - 9.19.2022 In Person Meeting**

- Welcome
  - Amanda Thompson welcomed the group back to in person meeting for the first meeting of the 22-23 school year
  - Superintendent Erin Kane came and was thrilled to join us and thanked the group for the group. She shared many things from the district lens and looking into the new school year.
    - Priorities for 2022-23
      - Literacy
      - Essential Skills for Success
      - Data-Driven Professional Learning Communities
      - Pathways for Every Graduate
    - Culture and Climate
      - Presume Positive Intent
      - Exude and Expect Optimism
      - Address Concerns the Right Way
      - Create a Culture of Safe Mistakes
      - Communicate Kindly and Respectfully
    - [MLO and Bond](#) Discussion
      - Local property taxes and then the state fills in the difference
      - School Finance Act - we are trying to explain this to taxpayers and the differences from other districts and how we are funded per pupil
      - This will be on the ballot for voters in November. We are asking for 64 million dollars which gets us a lot closer to CCSD but still not quite there.
      - We have one hundred and eleven (111) buildings in our district. We are responsible for building and maintaining all of our buildings through capital funding
      - Our district is two-thirds the size of Rhode Island and we have areas that are exploding.
  - Icebreaker with Holly Giron, Staff Wellness Coordinator with the group and she discussed some [upcoming events](#) with Staff Wellness.
- [Review of Employee Guide](#)
  - Changes to SY 22-23 Guide were reviewed and are shown in the link above
- Evaluation Updates in Workday
  - An employee acknowledgement will be added to Workday so that they will have the opportunity to acknowledge the evaluations
  - Rounding of ratings will be

- Competencies that are not rated will no longer be allowed as it will automatically go back to the unanswered rating so you are not penalized for a missed competency rating
- Survey and Group Discussion with questions (moved to another future meeting)
- Employee Council Meeting Dates for 2022-23
  - September 19, 2022
  - October 24, 2022
  - November 14, 2022
  - January 9, 2023
  - February 13, 2023
  - March 20, 2023
  - April 17, 2023
  - May 8, 2023
- Possible Monthly Topics
  - We will continue to review additional Employee Guide changes throughout the year
  - Evaluation process and examples to bring to the group so that we can do - will work on this next meeting
  - What is “bubbling” and what “rumors” are going on and the link was shared for Employee Council [feedback](#) on the website
    - IT filter that is making it very difficult to access certain things
    - PhD, Ed S - Lane differences, CAS vs. Mental Health
    - Overtime - not the same when there is a holiday and/or sick day etc. - 40 hours of physical hours worked
    - Block scheduling - the calendars possibly changing to all matching each other so that there is equal access to programs for all students at all high schools?
    - Calendar options C and D looked enticing but there are finals that do not happen until the semester ends mid January. They are looked at a couple of years in advance, but there are certain testing dates that are state mandated etc.
  - Schedule A: CTE
  - Classified PD Days on the calendar - review of them as well as hourly employees and breaks, lunches and schedules
  - Snow Days - review of what is built into the calendar - for all employee groups
  - Hiring practices and career ladders....ie..”Grow our own” programs, internships, apprenticeships, alt licensure options, student teaching, and job sharing opportunities to increase our ability to fill open positions throughout DCSD
  - Mandatory training review and difficulties that employees seem to have
  - Can we change our website to DCSDprek12.org instead of DCSDK12.org?
  - Juneteenth - will this be a paid DCSD holiday going forward?

- Vacant Positions and Application Review
  - We only had 5 total applications submitted
  - Applications were reviewed in table groups and approved and future members will be notified and invited to the next meeting
  - The system as a whole will be notified of the new members as well

\*Next meeting will be Monday, October 24, 2022

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