

# DCSD Employee Council & Proposed Pay Raises

The Office of Human  
Resources  
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# DCSD Employee Council, Update

- The DCSD Employee Council (EC) provides input on district-wide matters and is made up of 28 DCSD employees from across Classified, Admin, Pro-Tech, and Licensed employee groups, and from across regions. There are 13 alternates.
- Interested employees applied and those applicants chose membership--2 votes each, 1 vote could be for themselves. Supervisors played no role in selecting members.
- EC is designed to complement, not supplant, other employee communication avenues (e.g., collective bargaining, Classified Mentor Group) and to allow a greater perspective on all employee realities. We want to grow EC members as well as hear from them.
- Monthly, two-hour meetings started in November 2017 and focused on changes to the Employee Guide and Pay for Performance structures.
- Members of the EC are ready to present to the BOE as early as June 2018 on these.
- EC meetings were well attended and produced robust, thoughtful conversations. It's a GREAT group.

# Pay Raises for SY 2018-19

- Recommend 4.5% average pay raise distributed accordingly:
  - 4.6% flat raise for Licensed and Administrators (Flat raise per unanimous BOE vote on September 2017)
  - 4.6% raise for “Highly Effective” Pro-Tech and Classified Employees (per evaluation)
  - 4.1% raise for “Effective” Pro-Tech and Classified Employees (per evaluation)
  - 1.8% raise for “Partially Effective” Pro-Tech and Classified Employees (per evaluation)

# Pay Raises for SY 2018-19, cont.

- Rationale:
  - Typically, we want to provide “Effective” employees the average raise BUT this year is unique: Two employee groups worked through new evaluations without pay tied to the outcomes. This is a reasonable approach to constructing responsive, professional evaluations without penalizing anyone.
  - The maximum raise for Licensed employees will provide much needed salary increases to help retain those who most directly impact our students.
  - All other employees, who experienced minimal evaluation changes, also deserve much-needed salary increases. The differentiated amounts provide these while preserving the District’s value, recent history of differentiating pay based on performance per their evaluation.
  - The total dollar amount expended for salary increases and related “benefits” reflects responsible and sustainable use of increased state funds and District fund balance.

