

Policy & Governance Committee Minutes

September 24, 2018

Present: Joe Luginbill, Eric Torres, Charles Vue.

Also present: Mary Ann Hardebeck, Kay Marks, Jim Schmitt and Patti Iverson--Recording Secretary

Reclassification Process

Kay Marks reviewed the Employee Handbook Reclassification Policy. She shared a summary of requests from the last two years. Ms. Marks discussed why she is recommending that the District rescind this process in the handbook. Joe Luginbill asked about having a way to bring items forward if others feel they should be reclassified.

Eric Torres asked about feelings of inequity that employees may have and whether there could be an institutional mechanism to address salary inequities where expectations/compensation is reviewed every few years rather than having a process that goes back and forth with requests and denials. This process would look at the job market and what comparable positions are making in surrounding districts to see if the salary is fair. Mr. Torres questioned if there would be a way to review it systemically from within, perhaps for all positions (currently only classified staff have a reclass process) on a rotating basis as recommended by administration to the Board. This would be more of an internal review process so there is still a reclass process in the system. It was suggested that the value of the benefits package should be incorporated into the process as well if comparing with other districts.

Ms. Marks was asked to draft language that is currently included in the handbook to use as an internal review process on a rotating basis. It would not be called reclassification, but perhaps it could be called a salary/wage package review process that the District undertakes. Mr. Torres agreed that eliminating the whole process may create more animosity, but it would be replaced by something that will benefit all staff with a process in place that would be more palatable. He said the District should make it more systematic for all employees. Ms. Marks said that Bob Butler may have something he could forward to her regarding that.

The timeline for reclass is April 1st. Kay Marks will start working on a draft to present to the Board. Dr. Hardebeck suggested having a report to the Board on February 4th at the latest so the Board could act on it on February 18th. If changed, it would go into effect the **following** year as this is in effect now and people can already apply for reclass.

Policy 811.1 – Family Engagement

Jim Schmitt shared a draft of revised Policy 811.1. Mr. Schmitt said that every building should have a needs assessment to understand which children need the greatest supports. He said that staff do not know who the students living in poverty are. The District should serve those with the greatest needs.

Charles Vue moved, second by Joe Luginbill, to bring this policy forward on the October 8, 2018 Board meeting. Carried by unanimous voice vote.

Policy 347.1 – Student Directory Data

Jim Schmitt discussed the current policy 347.1. The committee discussed using Skyward to ask parents to opt in to be contacted by the Public Schools Foundation. A question was also raised about any other 501 (c)(3) requesting directory data in the District as well.

Mr. Schmitt will draft language about having students complete the opt-out form.