SUPERINTENDENT'S EMPLOYEE ADVISORY COUNCIL CHINO VALLEY UNIFIED SCHOOL DISTRICT November 29, 2016

- I. Call to Order Sara Rosengren Meeting called to order at 4:35.
- II. Introduction of new members members sign in and introduce themselves with name, position, and school.No new members.
- III. Approval of the minutes from the November 1, 2016 meeting. Minutes approved unanimously.
- IV. Superintendent's Report John Scholl
 - A. Draft Calendar for 2017-2018

Some comments were sent about errors, so John corrected them. The first day of school will remain Tuesday instead of Wednesday since that would push the last day of school past Memorial Day. Will go to Board on 12/12. Question about Thanksgiving week: Monday and Tuesday are a loss for high school because many students are gone so can we examine having those two days off and start two days earlier in the year? John answered going later is not a good option and starting school on a Thursday is not an option either. He thinks it's a valid point, but not really functional for now. Also Shannon mentioned that parents would complain about the week off being too close to fall break.

B. GCCA Leave Policy Change

John quickly reviewed what it was. Cindy got a question about how it affects people who are nearing retirement. Any leave that they save up-they will get paid for that leave. That leave payout goes into effect immediately if approved by the Board. 2,080 hours is what we work, 4 days a week or 5 days a week, we still get the same number of leave days. It used to be one day a month, but now it's a little wonky with the 4 day week. Janice asked about the history of the 4 day week. Noggle started it and we've been doing it for 6 years. The calculations were \$200,000 saved in transportation and utility costs and sub costs by going to a 4 day week. The agreement was do it for 3 years, then survey staff and community. Staff and community both were 80/20 in favor of keeping the 4 day week. The Town went to a four day week at the time as well, which helped to entrench it. Prescott and Humboldt are the only two hold outs on a 5 day week on this side of the mountain in Yavapai.

12 month employees lose a small amount with the change, but for everyone else it is much more fair. John warned that we need some guidance from our attorney. Prop 206 brought up some questions. Do subs get leave now? Do we need a sub for the sub?

C. Minimum Wage Proposal

Prop 206 passed. January 1, 2017 the minimum wage will go from \$8.05 to \$10 an hour. Our minimum district wage is \$9 an hour. We have 31 different salaries on the classified salary schedule. Of those about 15 are under \$10 an hour. One proposal is to take all those under \$10 and move them up; it would cost \$17,000 more a year. Of all those people, their jobs are varied widely but they would all be making the same rate and it would not be differentiated based on responsibility or experience. John's concern is we would start losing employees. He talked about how difficult it was for some employees at \$9 an hour. Some employees actually end up paying the district to work because of what they pay for insurance. Some employees survive on only \$11,000 a year.

The Classified Staff Entry Salary Schedule for 2017 was passed out to the committee members. This determines only what employees make when they are new to the district. The idea being that someone coming in will not make more than someone existing. Jim asked about this leap-frog issue with bus drivers and said it still happens. People coming out of the Valley earn far more than someone who has been 10 years here. John explained he couldn't control anything that happened before he was Super. Jim said it seems like you have to quit to get a raise. People leave, get a raise there, come back here and get a raise. John asked for multiple examples, so they could sit down and fix it. He explained he wanted everyone to get at least a 1 ½ % increase. Some questions can't be answered yet, until the spring.

Some other issues we're dealing with is the annual impact to grants and other funds. Title one, preschool CASA, CET youth transition program etc., there may be an increase in fees.

D. Prop. 123 Spending

There was a request at the last meeting that we go over where this money went. John handed out a breakdown of where money would have gone without prop 123 and with prop 123.

V. Revamping the Classified Evaluation – Report on progress from Larry Fullmer Nov. 16 the committee met and added a fifth column, changed the verbiage, some wording was poor, some descriptions taken out. They will recommend a change in the policy manual. They will get SEAC some printed copies in the next meeting to get some feedback.

VI. New Issues to Discuss

Caleb asked if the salary schedule is public. John answered that it is not on the website, but if someone asks for it, they can see it. John said that we don't like to advertise our certified salary schedule because we make up with prop 301 money where other districts don't. Other districts

give less 301, but their starting salary is different. Also people see the schedule and it can cause confusion.

Larry asked about the sub issue. Board approved a plan for emergency subs; if they have a high school diploma they can get a sub cert. Having a BA doesn't necessarily make you a better sub. Higher degrees don't improve the sub pay. BA gets a different type of cert which allows one to sub anywhere in the state. We'll do some advertising, it was on radio, talk of the town. Interested applicants should go to the website. (All emergency subs will be asked to go through a sub training, a free 2 day class. They will get an extra \$10 per day if they sub for us 12 times because it cost \$120 for them to become a sub for us.)

VII. For the Good of the Order – Chairperson

Reminder: Next meeting will be January 31, 2017

VIII. Adjourn-Vice Chair. Larry adjourned the meeting at 5:57.