

Consultation Update

Here is a summary of the issues discussed at the Consultation Meeting on May 18, 2022.

Compensation

Education Austin proposed the following pay raise:

- \$6.50 increase for all classified employees
- 5% pay raise on base (not midpoint) for ALL certified employees
- Increase the minimum wage to \$20 and raise all current employees above that rate.
- Increase the minimum rate for bus drivers to \$22 with holiday pay.

The district proposed the following pay raise:

- Increase the minimum wage to \$16 and increase current employees in relation to this rate
- 2% pay raise on the midpoint for teachers and \$1000 increase in base pay for teachers
- No pay increase for IT, police, librarians, and AP structure (counselors, coordinators, specialists, etc.).
- Approximately \$22 minimum rate for bus drivers without holiday pay and \$20 minimum rate with holiday pay

We will continue to talk with administration in hopes of getting a real pay raise for ALL employees.

Reading Academies

- The district agreed to our proposal to pay \$1000 for all employees completing the reading academy! The school board approved this pay!
- The district will pay all employees who have completed the reading academies last year or this year as long as they have completed it by August and continue to be employed in the district.

Housekeeping Reorganization

- The district is reorganizing the housekeeping department, putting custodians under supervision of the service center rather than principals. They say this will standardize the equipment all schools receive, allow custodians in a vertical team to work together, and provide custodians more control over the budget for supplies.
- We asked how situations will be handled when a principal directs the custodian to do something contradicting their supervisor. They are still working on this.
- We also asked how much input the principal will have on evaluations. They are still working on that as well.

PPfT

- We raised problems people have been having with PPfT this year, including the value-added formula, the decreased number of people getting higher ratings, and concerns with the rubric.
- We are also raising these issues with the PPfT committee.
- The district said they used the best of the last three years for the value-added formula, because there was no test data in 2020 and limited test data in 2021.
- The district is also creating communications to explain how to find and understand the PPfT compensation each person receives.
- The district also says they are looking at decreasing the number of walk-throughs next year.

Essential Areas Re-Design

The district told us that everyone at the schools should be able to view the master schedule. According to the district, they should be able to discuss the changes and any questions about the changes with their administration.

Due Process

In June, the school board will vote on an improved policy for ensuring classified employees are given due process in discipline and terminations.

New Policies

The district provided changes to policies for consultation and leave. We will look these over and discuss them at next month's meeting.