



CLOSED SESSION MINUTES
Relating to Compensation Discussion

Tuesday, September 10, 2019

Commissioner Voelz motioned to convene into closed session pursuant to the Open Meetings Act Section 2(c)1 and 2(c)21 at 7:36 p.m. Commissioner Gunderson seconded the motion. Roll was called, and motion carried.

Vote:

Yea: Bass, Gunderson, Lenertz, Spencer, Turney, Voelz

No: 0

Absent: Zaputil

Superintendent Hoffmann provided a management team suggestion to the board in conjunction with the new staff service awards policy to complete a one-time award this year for all full time and part time class 1 employees. A handout was provided to show the specifics of that award and how much it would cost. It would cost a total of five thousand four hundred dollars. Management team would like to award every full time and part time 1 staff based on where they're at now in the service awards chart. If a staff member has been here two years, they would get the one-year award and if they have been here seven years you would get the 5-year award, etc.

The intention of this one-time award is to bring staff "up to speed" with the new service awards policy. The handout shows you each person and what they would get and when their next award is. Most people are not even eligible for an award till 2022, there's a couple that are eligible in 2021. Since we're introducing the service awards policy, management team thought it would be a nice thank you to all full-time staff and part time 1 employees.

Staff has had a difficult year with a lot of transition involving departments. It's amazing how they work long hours together, working as a team. We're going through this huge transition now and it's a small amount and management team thinks it would go a long way to show all the staff how much we appreciate it and how much they mean to the district.

Discussion ensued as to whether Deo Tek staff would be included. Superintendent Hoffmann explained that they would not be included as they are not technically District staff.

Discussion also ensued as to whether this would be in place of the typical holiday bonus provided to staff. Commissioners pointed out that it didn't seem like a good idea to eliminate the typical holiday bonus.

Management team is requesting the Board to vote on the recommendation tonight in order to prepare for a possible November delivery to staff.

Commissioner Voelz motioned to rise from Closed Session at 7:53 p.m. Commissioner Gunderson seconded the motion. Roll was called, and motion carried.

Vote:

Yea: Bass, Gunderson, Lenertz, Spencer, Turney, Voelz

No: 0

Absent: Zaputil