



Classified Employees Advisory Council

CEAC Minutes

November 17, 2022

9:00 a.m. – 11:00 a.m.

Members present: Karla Elliott, Misty Fritz, Tracy Dean, Jason Beutler, Leah Raymond, Alicia Peterson, Jennifer Davis, Mat Jekot, Kitty Mayne, Denise Lee, Dee Tollinchi, Zita Brogan, Lisa Thursby, Keith Banchfield

Members not present: Fred Bear

CEAC's mission is to provide classified employees a voice for their questions, ideas, and concerns on matters such as, but not limited to, the following:

- **Assistance in contributing better service to the school district and community**
- **Examining ways to improve job satisfaction**
- **Valuing classified employees and recognizing their professional status within the district**
- **Recognition of classified employees' contributions to the District's mission**
- **Functioning as an information resource for all classified employee groups**
- **Serving as a liaison between classified employees and the Board of Education**

Mat Jekot called the meeting to order.

Discussion:

Mat introduced Superintendent Brian Ewert and Littleton Public Schools Chief Financial Officer Jonathan Levesque to the CEAC team. Brian and Jonathan came to the meeting today to discuss a proposed change to the Classified Salary Schedule. As a district we are thinking about what we can offer our employees as a good benefits package is no longer enough of an incentive. Jonathan will be sharing the proposed changes with the Board of Education at their Board Meeting on November 17, 2022. The proposed changes will be pay increases for ALL classified staff members in the district. The salary adjustment will be included in PERA.

Mat explained what the Colorado Family and Medical Leave Insurance (FAMLI) program is and how it could possibly affect our employees. This program provides up to 12 weeks paid leave for Colorado employees to take care of themselves or family members. If Littleton Public Schools decides to opt in to the program the district will pay 50% of this cost and the employee will pay the rest. If we opt in we will start deducting from paychecks in January 2023 and will be able to receive the benefit in January 2024. If the district decides to opt out, individual employees are able to opt in directly with the FAMLI program. Employees that opt-in individually can start in 2024 and would need to commit for a period of 3 years. The FAMLI program does not impact current benefits. Mat asked CEAC if they have received any comments or feedback on last week's email from Dr Charles regarding FAMLI. There was no reported concern or feedback.

Mat will be speaking about this new benefit with the Board of Education at their Board Meeting on November 17, 2022.

Mat shared an update on the sick leave bank with a reminder that open enrollment will be closing on Monday November 28, 2022. So far we have had 20 new employees enroll. On your pay stub will let you know if you



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are currently enrolled in sick leave bank or not. It is looking like we will need to make another call for more sick days so please consider enrolling.

Mat and Karla shared with us that we have been hearing some concerns from employees about the Cigna health insurance not being accepted at certain doctors offices or pharmacies. Mat has reached out to Cigna to find out what is going on and see what they are doing to help us fix this problem.

The team brainstormed ideas for us to be thinking about and working on such as changes to the employee handbook, ways to make the classified staff feel seen and valued for the work that they put into the schools each year.

Next meeting: January 19, 2023

CEAC Members

If you have questions, concerns or comments please contact any member:

School Age Child Care

Dee Tollinchi 4488

Office Professionals

Jennifer Davis (Finance) 3317

Alicia Peterson (Arapahoe) 6095

Lisa Thursby (Transportation) 4783

Leah Raymond (Security) 3420

Special Education

Nutrition Services

Tracy Dean 3359

Property Management

Jason Beutler

Custodians

Fredrick Bear 7891

Paraprofessionals

Karla Elliott (Littleton) 7700

Denise Lee (Goddard) 7850

Misty Fritz (Village North) 5201

Transportation

Keith Blanchfield 4775

Zita Brogan

Administrative Liaison

Mat Jekot (ESC) 3450