



**Governing Board  
Study Session Minutes  
January 10, 2019**

- I. CALL TO ORDER:** The study session was called to order by Mr. Sunn, Governing Board President at 4:30 p.m.

Roll Call: Mr. Delson Sunn, Mrs. Nubia Briceno were in attendance. Mrs. Stacy Marchelli was not in attendance.

Administration Present:

*Kristine Morris, Superintendent*

*Carrie Brandon, Director of Student Services*

*Susan O’Rielly, Executive Director of Business Services*

*Melanie Block, Director of Academic Services*

*Ana M. Avalos, Director of Human Resources*

**II. DISCUSSION ITEM**

- A. Educational Management Solutions (EMS)

The purpose of the study session was to review the Job Classification and Compensation Study that was completed by Educational Management Solutions (EMS). Ms. Betty Gray presented the Governing Board with a presentation detailing the study. Discussion focused on updating job classification titles and adopting 60 updated job descriptions. There was also focus on adopting an updated salary schedule based on the structure of the current schedules to provide uniformity of the percentage differential between ranges and steps as it aligns with the market to ensure internal equity and competitive hiring wages. There will be 48 job descriptions brought forward for Board approval during today’s Governing Board meeting, and the remaining 12 job descriptions will be brought forward for Board approval at the February meeting.

See attached document for information related to the Educational Management Solutions Study (EMS).

**III. CLOSING REMARKS - None**

**IV. ADJOURNMENT**

Motion by Mr. Sunn, seconded by Mrs. Briceno to adjourn the study session at 5:02 p.m. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno

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Mr. Delson Sunn, President of the Board

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Date