

November 7, 2024

President's Report

Lawsuit with HGA

We recently updated you on the lawsuit with HGA. The District Court judge ordered that the District was entitled to the wage substantiation it requested which HGA must produce by November 21st.

On November 5th, the judge entered protective order submitted by the District over HGA's objection and denied HGA's proposed order.

Employees

Recently, one staff member and some recall supporters spread rumors that employees serving the District were being terminated. The language used was inflammatory and caused significant distress to employees. I will be direct. These efforts are designed to incite drama and chaos. They are not in the best interests of our employees or the community.

Every member of this board has repeated stated in public meetings and to each HGA director that the District intends to transfer employees serving the District as seamlessly as possible.

A year ago September, when HGA first suggested that the District directly hire the employees, we did suggest a process in which employees would apply for District positions. Since the refusal of HGA to cooperate or reach an agreement or the endless stalling through the lawsuit, it became apparent that it wouldn't work. The District said months ago that it intended to hire the employees at their current wages and benefits. There is simply no longer enough time to do anything else.

At the last joint board meeting, HGA said that the District could offer employees jobs at the going market rate, when justifying not giving wage information to the District. We said, "How?" We just received the list of employees who received layoff notices on October 22nd. We have no contact information.

HGA employees are technically employees of ADP. Their W-2s come from ADP. I have contacted an employment attorney who believes we can set up agreements with the employees and ADP to transfer the employees to HGMD with minimal disruption. I have a follow-up meeting with him tomorrow.

Regardless, I am hoping that after the recall election, HGA will cooperate with the transition. I think it was inappropriate for the Pitera notice regarding the layoff notices to say that the results of the recall election may affect the direction taken by HGMD. Employees serving the District are secure regardless and despite rumors spread by anyone. In fact, the interests of the employees will be guaranteed by our 2025 budget and reformation of the wage policies. We intend to cease the favoritism in raises which are not related to performance. We are instituting a requirement that minimum wage employees receive increases based on years of service. Teacher wages will be standard and transparent. Increases will be related to the number of students a teacher attracts, tying wages to revenue. It is an insult that our hardworking restaurant manager, who is on pace to increase revenue this year \$250,000 over 2023, was receiving 1% and 2% raises.

2025 Budget

November 13th from 6 pm – 8 pm in the auditorium HGMD will have the final public review of the 2025 Budget before it's formally adopted on November 21st. The public may ask questions, make comments or object to the budget. The meeting will also be on Zoom and a Pitera notice will be sent as usual. A few residents commented at a public meeting Monday that they felt they had no input into the budget. We had multiple budget workshops in which the budget was discussed line by line. We adopted

Daniel Taylor
President, HGMD Board of Directors



Office: (303) 755-0652 Fax: (303) 745-5253
DanielTaylor@HGmetroDist.org