

**General Membership Meeting
Monday, September 29, 2008
Douglas County Fairgrounds Events Center**

- I. **Call to Order** - Brenda Smith called the meeting to order at 5:30.

- II. **General Business**
 - a. **Acceptance of Minutes** – Cheryl Heaton presented the minutes. There were no additions or discussion. Kate Vlcek moved to accept the minutes. Pat Kammerling seconded it.
 - b. **Treasurer’s Report** – Jody Papini moved to accept the classified treasurer’s report. Mari Lasanske seconded the motion. It was approved unanimously. Julie Weatherman move to accept the Certified treasurer’s report. Larry Harrington seconded it. It was approved unanimously.
 - c. **Membership Report** – We have 2418 Certified members and 747 classified members.

- III. **Updates and Reports** –
 - a. **State Initiatives** – Dave Sanger, Billy Husher and Gail Tuzello gave reports on the current issues on the ballot this November.
 - b. **Bond and Budget Election** – Brenda Smith gave the update on the current Bond/Budget election in Douglas County. There are rallies this weekend. One in Highlands Ranch, Parker and Castle Rock. People will be asked to stand on a corner and hold signs up supporting 3A and 3B. We have had 180 meetings. We believe 90% of Douglas County voters will vote this fall. 2,000 t-shirts have been given out. 6,000 yard signs have been handed out. We are also doing phone banks. A letter is also coming out from DCF and ATU talking about the support needed from employees.
 - c. **Negotiations –Certified Issues** that we are bringing forth this year are: Compensation Philosophy, Technology Expectations and Performance Pay. If the election passes additional funds will be rolled into this program. We will see this program change. Committees will be put together to look at this. In our contract we have a two-year agreement. In January if the election passes you will get .5. In the next two years you will get CPI plus .5. If the election doesn’t pass this will not happen.
Classified Issues are Personal Days before holidays and Performance Pay.
 - d. **Performance Pay Reductions** – The administrators had their Performance pay taken away from them this year. All groups lost money from their performance pay dollars. 1.2 million dollars would be taken out of Performance Pay. The Classified group lost \$163,834 and the Certified group lost \$580,866. These were based on percentages of employees from each group. The committee looked at where teachers participate. Master teacher and NBCT were going to be paid but if you get the certificate this

year you will not be paid until next year. This will be paid every August. You will still get the same amount of money. Now we will be able to budget for the exact numbers that get this certification.

Site Responsibility Pay was not touched. District Responsibility will be looked at closely. We will have fewer committees. The District Responsibility pay will be cut in half. Outstanding Teacher: Only 25% of eligible teachers apply for/get Outstanding teacher. Group Incentive is the most participated in area. 55% of teachers participate. The majority of teachers also participate in skill blocks. Outstanding teacher will be divided. It is not as much. How much?? Depends on how many get it this year. If as many apply this year you will get somewhere between 600 – 700 dollars this year. But less people could apply and the amount could go up. Group Incentive could go down 20 – 30 dollars a person. A letter will be coming from DCSD and DCF as to exactly what happened and is happening to Performance Pay this next school year.

- e. **Political Liaisons in each building** – They are very important and needed this year and next. There is a school board election next year and four seats are up. It will be important for us to participate in this election.

IV. Items for Action

- a. **Endorsement of 3A and 3B** – Janet Cizek moved to endorse the election. Rocki Boldt seconded it. It was approved unanimously.

V. Items from the Floor – There were none.

VI. Good and Welfare – No items

VII. Adjournment – Tara Cyboron moved to adjourn the meeting. Pat Yamada seconded it.