

**DCF General Membership Meeting
March 7, 2011
Embassy Suites**

Brenda called the meeting to order at 5:15 pm.

General Business:

Acceptance of Minutes: Nicole DiPasquale moved to accept the minutes. Jed Palmer seconded the motion. There was no discussion. The minutes were approved unanimously.

Treasurer's Report: Julie Weatherman presented the classified budget. Their budget is looking well. AFT Nationals does give them some money for their budget. Diane Nyholm moved to accept the report and Pam seconded the motion. There was no discussion the report was approved. Cindi Leitch presented the certified budget. Their budget is also doing well. Pam Anderson moved to accept the report. Amy Rahne seconded it. It was approved

Membership Report: Cindi Leitch presented the Certified Report. We are currently at 2250 members. Andy Pippin presented the Classified Report and they are at 702 members. They are gaining some at orientations. Their goal is to get to 800.

Announcement of 2011 – 2012 officers:

President – Brenda Smith

Vice President – Courtney Smith

Treasurer – Cindi Leitch

Secretary – Cheryl Heaton

At Large Members: Amanda Sheets, Nicole DiPasquale, Gwen Marlatt, Rick Umbach, Jed Palmer, Carlye Hollday, Mike O'Day, Kiersten Martinez, Jody Papini, and Joe White.

Items of Acton/General Reports:

Cheryl Heaton DCFT Student Awards: Cheryl talked about the importance of passing on emails for her regarding the student awards.

Merger of DCFT and DCFCE Budgets: There were two separate budgets for DCF and DCFCE because DCFCE got money from AFT Nationals until they had enough members to be self-sufficient. Now they are very close to this number. They will still get money from nationals next year. DCF has looked at their budget to see where we can scale back on our budget. It costs our organization money in having two separate budgets. Brenda believes this is the perfect time to merge our two budgets. Jennifer

Hughes moved to merge the budget. Kevin DiPasquale seconded the motion to merge the two budgets. There was discussion. A question was asked about dues. Those will stay the same. Andy and Brenda explained the dues structure in Douglas County. Another question asked if anything changed with the Union Reps. The answer was no. There will still be Certified and Classified building reps. A vote was taken and it was unanimously approved.

Transfer Policy: Andy Pippin explained the transfer process for Classified. It gives the cite more autonomy to keep more Classified at their site. If it goes beyond three years it is based upon seniority. There can be postings at your own site. This allows people to stay in their areas and allows them to stay at their schools. Brenda Smith explained the transfer process for the Certified employees. The process has changed for this year. It was negotiated this year. Brenda believes this will be beneficial for our employees. Now teachers will have the ability to move and be the first in line to apply for those jobs. Administrators have received the transfer process instructions. Voluntary transfers will happen first. We have 300 teachers on One Year Only contracts. People are being told they don't have a job for next year. Retirements are now known. There are schools downsizing but there are schools that will be increasing as well. This process is only open to regular status teachers.

Negotiations Update/Budget: The Blue budget was the worst-case scenario. There is also a \$1200.00 dollar increase for the average teacher salary. PERA goes up, Health Care goes up etc.... On Wednesday our School Board will put forth a resolution to go for a Bond/Budget Election in the fall. John Carson made a statement saying they will move forward on the Black Budget and that they will go for an Override Election in the Fall. The Black budget is really the direction the district will move towards. They won't officially move to call the question in April or May. Once they call the question they can no longer be a part of the conversation. The Blue Budget will happen if the Override Election does not pass. Our Board has a lot of pull with our voters. This Override will be the largest tax increase in Douglas County history. This is also a fixed mill. They won't have to ask over and over for money. We will have a constant stream of money coming in to the district. We can build from the 20 million up to maybe 40 million over the next few years. Some of that money will go to compensation. The Board ran on no new taxes, so now if they come out and say we must do this it should pass. Brenda believes Hickenlooper's education cuts will be less. Under his worst-case scenario we are still at our prediction of cutting 25 million dollars. Some things could still change before the end of the year depending upon the Long Bill that will pass in the state. By the end of April we should know what the cuts are going to be like. This budget also allows us to keep more Classified employees in the system. At high schools the two big pieces being discusses are moving to a block schedule teaching 6 of 8. That will be a decision made with teacher input. If elementary schools want to keep Planning Time Grants and they have the money in their budget they can be creative and make a schedule to accommodate that. Brenda believes things are going to get better. Benefits are also a part of the budget. They are looking at the gap declining by one thousand dollars. The

may potentially be a fourth option for employees to choose from. The options are being kept open for employees. It might be a premium share option. All employees need to be more educated about the option that is best for them.

Moving from Trimesters to Semesters: As of today this may be a choice at a site as to whether you make this decision or not. A survey was sent out and 25 schools replied to the questions about going to semesters. This will be a huge success for our elementary schools. The principals are also behind this. There will be changes to the EPR because of state law and GLEs.

Choice Task Force: The Board was elected on a promise of not to raise taxes but also to bring Vouchers to DCSD. The Union put teachers and parents on the committee. There are some good things that came out of the Choice Task Force. The School Autonomy piece in the beginning was to bring Charters to all schools. But due to strong administrators and teachers they educated the Board on what happens in our system. We need to start advertising all of the good things we do in our schools. When the Choice Task Force first began there were a lot of conversations about a full blown Voucher Program. Then it moved to the Option Certificates. We were concerned about a voucher system taking money from our system, we wanted to assure there was accountability and education for all kids. In December the Board of Education turned this over to the school district. This was a huge win and success for teachers. There was a survey sent out to around 150 private institutions. It included things such as “Would you be willing to open your financial record to the public?” “How do you hire and fire teachers?” “How do you hold teachers accountable?” “Would you be willing to take the CSAP? These are about the same expectations for our Charter School. Four schools have responded so far that they are interested in the program. Now the Board is at a Scholarship Program. This is a pilot program. This will be scrutinized by a lot of different people. DAC will be seeing what this will do to our schools. They can have a maximum of 500 students participate. That is less than 1% of our students. DCSD gets to keep 25% of the funding of the PPOR for the Scholarship Program. These students will be housed in a virtual school. This process will be run by the school district. They will ensure that all kids will have equal access to this program. This will be watched very closely by us and outside organizations. There will be a lotto system to choose the 500 students. DCSD will give the money to these students not the schools they are attending. We will get the scores and be able to compare the data to our own schools. The Board will vote on this end of March beginning of April. There may be legal problems with it depending upon what the Board rolls out. The people who were supporting 100% Vouchers are angry about this program because it’s not what they wanted. This was a huge win for what is best for kids and our teachers. There are no students outside of the district eligible for this program. Schools must be deemed a contract school by our District to participate in this program. The students will be required to attend DCSD for one year before they can participate in the program. The teachers at the potential contract schools must be high qualified. There are a lot of unanswered questions in the system. This program changes daily and we will be watching it. No schools at this time have committed to participate in the program.

Good and Welfare: It will get better. There is light at the end of the tunnel. Depending upon the state the budget could get better and we could get the Brenda's "green" budget. Joanne Slanovich talked about getting retirees to join the retiree chapter. She would like us to encourage people in our buildings who retire to join the chapter. Dues are \$5.00 a month. This is liability coverage especially if they are considering subbing in the district.

Adjournment: Carol Alderson moved to adjourn. Lisa Boonenberg seconded the motion.