

DCFCE Executive Board Meeting Minutes

Monday, January 21, 2009

Members Present: Tiffany Osland, Brenda Smith, Carol Adams, Diane Nyholm, Bonnie Bickel, Larry Herrington, Julie Weatherman and Val Hamlin

Missing: Andy Pippin

Meeting was called to order by Tiffany @ 5:17 pm

Minutes from previous meeting were distributed and read. It was recommended to strike the first sentence under Amendment 54. It was moved to accept the November 17, 2008 minutes with the above by Diane and seconded by Julie.

Tiffany reported out on Membership:

We have over 800 classified members! We are at 801. John Dominguez is here from AFT. He is really good at recruiting. Hoping to get up to 1000 members by June 30th with his help.

Financials: No financials – only review every quarter now. We will review at the February 2009 meeting.

General Business

Elections: Union executive board positions are currently re-elected every other year. Classified one year, Certified the next year. If there is not a straight slate, then we hold voting days, possibly at different locations. This is the current structure. We may want to look at going to a different method and/or time table in the future.

School Board Elections—off the record

Budget Reductions

Tiffany discussed we are trying to keep people informed via informational letters from our office, school visits, more visibility, getting out there. There are a lot of questions and rumors out there. A big one is, if I find out today, do I still have a job until June 30th? And of course, yes – they do. Another rumor is that compensation is already a done deal. This, of course, is not true- we have not even touched on compensation in negotiations yet. And all compensation has to go thru negotiations. Compensation is not just hourly pay—it includes health insurance, PFP, PERA contributions, - it is not just salary. We are not going to settle just to settle – we are in no hurry. We want to be careful and detailed, reviewing all possible data available. Brenda interjected that if we do distribute dollars- we are making big assumptions- such as health insurance changes- that could impact the budget, if early retirement options open – that could impact the budget. We just found out this afternoon that there are 466 employees over 55- and if we could offer early retirement options, this could open up a position for other displaced employees. Currently, March 1 is the deadline for notification of retirement- but the district may extend that date.

Carol asked why the district didn't entertain an across the board 5% reduction as that was clear on the surveys as a solution. Brenda explained that the survey did show support for a pay reduction in that manner; however, Certified employees wouldn't support that option. This would have been a temporary solution as we would need more money/cuts in another year again. Even during the 3A/3B campaign, it was said that if this doesn't pass we are going to have to cut 250 jobs. 85% of the budget is compensation. We have more people than we can pay. We knew classified employees were going to be most affected during position cuts, in addition to Pro/Tech and Admin. We need to keep in mind that the bigger budget—State funding – could mean even more cuts. Tiffany explained the hold harmless provision – if we go into a district down-sizing. If a person is placed into a position in a lower pay range than their current position –they would keep their current hourly rate of pay for one year (09-10 school year). Hourly rate would stay the same – however the employee's scheduled days may still be affected. If you were a 261 day employee at \$20 an hour... and were placed in a position for 185 day, at \$16 an hour, you would get 185 days of pay at the \$20 an hour for the first year. It was discussed that seniority is determined by the employee's date of hire in the district –not the date the employee started at their site/location; or the position they hold.

Tiffany also went over flex funding and site based budgets. Feeder areas will be making more decisions that impact their individual feeders.

It was noted that people do not understand the impact of TABOR....

Health Insurance

Val explained that there is nothing set in stone and DCSD is looking at a whole bunch of different scenarios. Brenda shared that the district is looking at an HSA- consumer driven, wellness plan. General information was shared with the executive board. No changes are for certain. It is going to the Insurance Committee for analysis. We are self funded- these things first go to Insurance Committee and then Negotiations and then voted on. We would never go w/o insurance coverage. This decision is time sensitive as we would want the new plan in effect for 7-1-09. Worst case scenario, per Val, would be we have to have an open enrollment later in the year. It was noted by Carol that people are scared and in panic mode – anxious regarding state of the district, and changes effecting their employment. We all agreed.

Meeting adjourned: It was moved by Tiffany to adjourn the meeting at 6:35 pm and Bonnie seconded it.