



*A Union of Professionals*

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Dear Certified Member,

I would like to update you on several issues that are very important to the teachers of Douglas County: budget cuts, downsizing, furlough days, and negotiations.

At several Board Meetings, prior to the one this week, some BoE Members expressed the concept of a 5% decrease in pay across all DCSD employee groups. The DCF Office and negotiations teams do not agree with this kind of drastic move and have been working tirelessly to prevent this. By approving the budget reduction plan presented by Steve Herzog on Tuesday night, the board has moved away from a cut like this.

In the area of budget cuts at the building level, principals have begun their work with a Site/Student-Based Budget (SBB) that has been reduced \$250.00 per pupil, a number that was approved Tuesday night by the DCSD Board of Education. While the timeline of SBB reduction decisions will vary slightly between buildings, it is hoped by the middle of March all “downsized” teachers will have been notified by their principals. All downsized probationary, as well as one-year-only, teachers will be placed into a “hiring pool.” Principals must hire for any open position in the district from this pool of downsized teachers. Reductions in buildings will take place in the following manner: one-year-only teachers will be reduced first, then, if necessary, probationary 1,2,3 year teachers will be reduced. Our goal is to have as many downsized teachers as possible back in Douglas County classrooms for the 2010/2011 school year. The mandate that principals hire from the pool, rather than from outside the district, is an outcome of very direct conversations between the DCF and DCSD Human Resources.

Our office has received a lot of questions around possible furlough days and what those days would look like. A furlough day would be a day that **all** employees, teachers, classified staff, and district/school administration, would not report to work and would not receive pay for that day. Because of student contact day considerations, these days would most likely need to occur on non-student contact days. Essentially, a 185-day teacher contract would be reduced by the number of furlough days. This is a negotiated item and would not be a permanent reduction in teacher contract days.

Our DCFT Negotiations Team is meeting on a regular basis with the DCSD Team, to work through various issues that are the outcome of this very difficult budgetary time. We have just wrapped up very difficult discussions around class size at both the elementary and secondary level, and will continue to work on the other issues on the table. Both teams are made up of educators, and the concept of “what is best for kids” is always on the table. Our office has sent out two Negotiations Updates and attached with this letter, is the latest one.

Please visit our website for updates: [WWW.DCFT.NET](http://WWW.DCFT.NET), or feel free to call our office with questions, 303-688-3381.

On one final note, many of you may have read the article in Wednesday's *Denver Post*, which mentioned that the district is not proposing layoffs. It is apparent that comments from the board meeting, and the presentations made, were misunderstood. The proposal was that possible lay-offs of 220-300 positions may occur, something I feel confident that everyone in the district is aware of. We are diligently working to keep as many people in their jobs as we can.

Yours in Solidarity,  
Brenda Smith, President