

Douglas County  
Federation of Teachers  
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# Rapping Paper

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## DCF Provides 10 Skill Block Opportunities

The Douglas County Federation sponsors 10 Skill Blocks under the Douglas County Performance Pay Program. Since its inception in 1997, the Educational Research and Dissemination (ER&D) Program has provided opportunities for teachers and classified to become more skilled at their jobs by offering various Skill Blocks ranging from Foundations of Effective Teaching, to Mathematics, to Reading and, most recently, Instructional Planning.

ER&D instructors go through an intense 10-day training session with the American Federation of Teachers and become adept at disseminating research-based strategies in their particular "strand." What began as a 4 teacher training team has grown into a 50+ cadre of Union sponsored Skill Block instructors.

**Jane Lenz, Lisa McElyea and Connie Whitmer pose with a member of the Douglas County Gang Task Force during the launching of the Managing Student Behavior for Support Staff Skill Block. The Skill Block is available to members of the classified staff.**



**Classified personnel from various sites in the District participated in the very first classified ER&D Skill Block offered by the Douglas County Federation.**



## National Publication Lauds Union Role in PERA Compromise

In the September, 2006 issue of *American Teacher*, the Colorado Coalition for Retirement Security was praised for its role in the battle to save the Colorado Public Employee Retirement Association pension plan. The Coalition reached a compromise with PERA and the state department after months of talks and informational meetings. The publication was quoted as saying, "Colorado shows the battle over pensions can be won when unions join together to educate and mobilize their members and the public."

"Our consistent message was simply that Colorado's teachers, state troopers and other public employees work hard for all of us every day. They deserve a secure retirement after long years of public service," says Dave Sanger, President of AFT Colorado.

This is one example of how your Union works to preserve the integrity of your job as well as your future benefits.

*Douglas County  
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*"Making Teachers  
Better Teachers"*

## *Knowledge Level Advancement*



The District and the Union have a mutual interest in supporting the professional development of teachers. To compensate teachers for appropriate knowledge level increases requires validation of courses of study.

For the school year 2006-07, teachers may receive no more than 16 credits toward Knowledge Level Advancement (KLA) on the teachers' salary schedule per six-month period. Six month periods are defined as July 1 - December 31, 2006 and January 1 - June 30, 2007.

Each teacher desiring a KLA shall be responsible for completing the necessary application and sending it to Human Resources with the transcripts verifying the credits attained. Once the application is received, the application and the transcripts will be date stamped. These documents must be received in Human Resources by the second Tuesday of the month in order to assure payment for the following month's payroll.

Transcripts no longer have to be official but need to be copies of the official transcript – FRONT AND BACK. Grade Reports, faxes, and prints from the Internet will NOT be accepted.

Once the application and copies of transcripts have been processed and the guidelines are met, the Human Resources Directors will sign and approve the advance. The new level and salary will be written on the application along with the current salary and level. After processing, a copy will be returned to the teacher through the interoffice mail.

**The Union highly encourages teachers to turn hours in as you reach the next KLA level. Do not wait to accumulate hours and then try to advance more than one level at one time. Such advancement will not be approved.**

## *Upcoming Events*

**September 14**

**Certified Building  
Representative  
Meeting/Lone Tree  
Rec Center/5:00pm**

**October 10**

**Scholarship  
Applications due**

**November 2**

**General Membership  
Meeting/DC Events  
Center/5:30pm**

**March 17**

**Apple Awards –  
nomination forms to  
be coming soon**

