

*Douglas County
Federation of Teachers
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Rapping Paper

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DOUGLAS COUNTY CLASSIFIED RATIFY FIRST CONTRACT

The following excerpt appeared in the American Federation of Teachers Classified Newsletter:

Ratifying a contract is good, but ratifying your first contract is special and historic. The support staff in Douglas County, Colo., overwhelmingly ratified their first contract on Jan. 19. The contract is retroactive to July 2006 and expires in 2009. Certain provisions of the contract will have various effective dates. Contract highlights include enhanced staff development for their pay-for-performance program, and benefits for child nutrition and child care workers.

****The Douglas County Board of Education unanimously ratified the contract during a regular BOE meeting on February 6.**

The contract is a “living” contract, in that the federation and the district meet every month on contract issues. “I’m very pleased and extremely relieved that our members now have a contract and the last one-and-a-half years of work was worth it,” says Tiffany Osland, Classified vice president and chapter chair of the Douglas County Federation.

DCFCE Building Representatives sign in at Lone Tree Recreation Center. Members were given information vital to their roles as Building Representatives.



Classified Building Representatives Receive Training

February 1, 2007 marked a groundbreaking event for classified personnel in Douglas County. Tiffany Osland, Vice-president of classified, and Brenda Smith, President of DCF conducted a 2-hour training session for newly selected Building Representatives for classified personnel. Brenda and Tiffany informed the representatives of their responsibilities, as well

as, presented the newly voted on contract between the District and DCFCE.

Other topics of discussion included orientation of new employees, and dissemination of information of personnel.

Monthly meetings will be scheduled for the newly selected Building Representatives. Recruitment of classified building representatives is ongoing. Members may contact Tiffany if interested in being a site Building Representative or would like to participate on the various committees available.



Vice-president, Tiffany Osland conducts the 2-hour training session for the newly organized Douglas County Federation of Classified Employees.

Did You Know????

Douglas County Federation of Teachers

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*"Making Teachers
Better Teachers"*

****If you are a certified member and have been placed on a Professional Improvement Plan (PIP), it is in your best interest to contact the DCF office.**

* * * * *

****If you are planning to retire from Douglas County Schools and have at least 15 years of service in the District, you are eligible for the Quality Separation benefit package. Be sure to notify your principal and Human Resources of your plans to retire at the end of the year by March 1.**

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****When a member of the Union takes an unpaid "leave" from the District, they are no longer having dues deducted from their paycheck and are no longer a member. When they return to the District, they MUST rejoin the Union.**

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****Service on certified committees extending beyond the regular 7 ½ hour day is voluntary.**

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****The DCFCE and the District have agreed NOT to limit District snow days & emergency closure days to four -- but rather have NO LIMIT for this year.**

*** *Unused personal leave may be accrued up to a total of four (4) days. Accrued Personal Leave may be used all at one time, following the criteria set forth in the contract. Personal leave that is unused at the end of the school year and in excess of the above limit will be added to the individual sick leave accrual.**

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****A teacher who has reached a maximum salary level in a given column of the salary spreadsheet will be given no more than one year of service credit and moved no more than one vertical step down in the appropriate Knowledge Level column.**

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Regularly appointed classroom teachers who agree to cover other teachers' classes during their preparation periods at the request of the principal will be paid at an hourly rate of \$28.00, in addition to their regular pay.

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****Only members of the DCF will be allowed to vote on proposed contract changes.**

Upcoming Events

March 17

Apple Awards – Hyatt Regency Tech Center

March 19

General Membership Meeting – Certified and Classified. Hilton Garden Inn, Highlands Ranch

March 19

DCFT Election of Officers @ General Membership Mtg for DCFT & DCFCE

April 26

ER&D Reunion/Work Session



Happy Valentine's Day!!!