
Thinking About Retirement???

Teachers wanting to participate in the Teacher Extended Service Severance Payment Program at the end of the 07-08 school year must submit a completed Separation Notice to Human Resources by March 1, 2008.

In order to be eligible for the Extended Service Severance Benefit, the teacher must be eligible to retire under PERA at time service to the District ceases and must have completed 15 years of continuous teaching and/or administrative service in DCSD.

There are also PERA considerations to take into account when preparing to retire. If you are preparing to retire at the end of this school year, you should have obtained updated information on your PERA benefits and current benefit estimate and attended a PERA meeting. DCF highly encourages scheduling a meeting with PERA as soon as possible.

Understand your options for health care coverage – the District can assist you with extending your health care coverage by electing **COBRA**.

Through this program, you will be able to continue your present health care coverage through the District for 18 months by paying the full cost plus a 2% administrative charge. This option will give you time to explore the benefits offered by PERA.

Request a *PERA Retirement Application Kit* – 303-832-9550. Review the material thoroughly, then complete and send the appropriate forms to PERA. Suggestion: Set a meeting with PERA to review the documents (as in any legal process – there are many) to insure you understand your defined benefits.

Request that DCSD complete the *Final Six Months' Salary Report* – included in the kit. After PERA receives it, you will be sent a benefit summary.

Contact DCSD to find out if you are eligible for any post-retirement benefits or programs (i.e., payment for unused sick leave; Severance Pay; COBRA).

Because retirement requirements are many, DCF suggests you contact both the District and PERA to clarify procedures and benefits.

*Douglas County
Federation*



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Membership Cards Begin Mailing This Month

The AFT, on Jan. 15, will begin sending national membership cards to members in all states except the AFT-NEA merged states of Florida, Minnesota, Montana and New York, where members currently have membership cards. Members receiving the national card will include full-dues, half-dues, quarter-dues, retired and on-leave AFT members. The membership card program's Jan. 15 launch follows a successful pilot program earlier this year. Each membership card has a unique ID number that will be members' entry to **AFT+ member benefits** via the members-only Web site. Also, the members-only Web site is constructed to allow members to update their personal contact information for more accurate data lists and better communications.



Did You Know????



- ✦ DCF, local 2265, is affiliated with the American Federation of Teachers (AFT) – not the National Education Association (NEA)
- ✦ DCF fields more than 30 calls a day and responds to approximately 120 emails in one day
- ✦ DCF membership has reached 2888 (certified and classified)
- ✦ DCF offers 9 different Skill Blocks through Performance Pay
- ✦ DCF has a representative serving on all committees functioning in the District
- ✦ DCF certified president and classified vice-president serve on Superintendent's Cabinet
- ✦ DCF members serve on AFT Colorado's Executive Board
- ✦ DCF members serve on the state COPE (Committee on Political Education)
- ✦ DCF is a member of TURN (Teacher Union Reform Network)
- ✦ DCF negotiates "living contracts"
- ✦ DCF members serve on TLC (The Learning Center) Board
- ✦ DCF members serve as national trainers for AFT's ER&D (Educational Research & Dissemination) Program
- ✦ DCF holds two General Membership meetings per year
- ✦ DCF partners with Douglas County Education Foundation
- ✦ DCF members participate in the 50th Anniversary of Douglas County Schools RE-1 Celebration Committee
- ✦ DCF members have presented on a national basis concerning our "Living Contract" and "Performance Pay" processes

Apply Today for AFT Scholarships and Grants

Applications for the 2008 Robert G. Porter Scholars Program are now available. AFT members – and their children who will be graduating from high school in 2008 – are eligible to participate in the competition, which awards four \$8,000 scholarships to graduating high school seniors and \$1,000 grants to AFT members who are continuing their education.

There are three easy ways to apply:

- 1) Download the application from the AFT website at www.aft.org/aftplus/scholarships
- 2) E-mail an application request to porterscholars@aft.org
- 3) Send a request to:
American Federation of Teachers
Robert G. Porter Scholars Program
555 New Jersey Ave., N.W.
Washington, DC 20001



March 10:

General Membership Mtg

April 12:

Apple Awards Ceremony

May 6:

Student Awards Ceremony



ON THE RADAR.....

Second chance for feedback:

Your opinion on the new evaluation process???

