

## 1<sup>st</sup> General Membership Meeting of the Year Held

The Douglas County Federation of Certified and Classified Employees held its first General Membership meeting on September 29, 2008 at the Douglas County Fairgrounds Events Center. President, Brenda Smith, called the meeting to order at 5:30pm.



Members of the DCF listen attentively to presentations by local President, Brenda Smith and state federation President, Dave Sanger.

Minutes of the previous meeting were read and approved, the treasurers' reports were accepted and membership reported 2418 certified members and 747 classified members.

Guests of the DCF for the evening were Dave Sanger, President of AFT Colorado, Billy Husher, and Gail Tuzello. Each gave reports on ballot issues for this November's election.

Attendees were given information concerning the upcoming Bond and Budget Election to be held in Douglas County. Ample opportunity was given to members to ask questions concerning the ballot issue. Residents of Douglas County are reminded to exercise their rights to vote this coming November.

Other topics covered included both certified and classified negotiations – which includes the 2-year contract agreement in place; pay increases dependent upon the outcome of the Bond and Budget election; Pay for Performance; and, Political Liaisons for each site.

Members, throughout the session, asked clarifying questions and provided input. To find out more about the meeting, you may access the minutes and the PowerPoint presentation by going to DCFT.net.

## Regional Building Rep Meetings Successful

The DCF held regional Building Representative meetings for the first time. The first was held on Sept 17 at the DC Fair Grounds and the 2<sup>nd</sup> was held at the Lone Tree Recreation Center. Cindi Leitch, building representative coordinator, stated that all but 7 schools represented their membership. The informational meetings were held to help inform building reps of their charge and responsibility.

Ms. Leitch covered material summarized in a book that included most commonly asked questions – how to recruit new members and personal stories of “Why I joined the Union.”

Building Representatives are eligible for an iTouch if they recruit at least 2 people before the end of November. This membership campaign will encompass the slogan adopted by the DCF:  
“Together We Are Greater Than One.”

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but your tickets don't have to be.



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# Andy Pippin and Courtney Smith Join DCF Office

With growth comes increased responsibility and workload and the DCF is no exception. Two new employees have been added to the Douglas County Federation office to support the continuing growth of membership and professional responsibility.

**Courtney Smith** is a certified teacher who taught social studies in Douglas County for several years at Ponderosa High School and then Chaparral High School. During that time, she served as the Executive Secretary of the DCFT and sat on the negotiations team for three years. She was chosen as a delegate to attend the AFT National Convention held in Philadelphia. In 2002 she left the district to stay home full-time with her children. Last January she joined the DCF, working part-time, and as of July moved into a full-time TOSA (teacher on special assignment) position. She is the DCF's high school representative and is again sitting on the Certified Negotiations Team. Courtney trained this summer in Florida to become an ER&D Foundations I Skill Block instructor. Courtney's high school expertise will lend itself well to secondary concerns and issues. If you would like to contact Courtney, please email her at [Courtney.Smith@dcsdk12.org](mailto:Courtney.Smith@dcsdk12.org) or call 303-688-3381.



Courtney Smith and Andy Pippin have been hired on as full-time employees of the Douglas County Federation.

**Andy Pippin** is the new DCF Field Rep for Classified Employees. Andy was hired to help expand ER&D Trainings offered by the Federation and aid in all aspects of Classified Membership. Prior to moving over to the DCF, Andy enjoyed 3 years as a Records Specialist for the Human Resources Department. During his time with the DCSD Human Resources Department he gained a strong knowledge of the Classified Contract and met hundreds of great new employees as they were hired into the district. Andy is excited about his new opportunity, and looks forward to meeting new people and becoming more involved in the functions of the district. To contact Andy Pippin please email him at [andy.pippin@dcsdk12.org](mailto:andy.pippin@dcsdk12.org) or call 303-688-3381.

Welcome Courtney and Andy!



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## Have you missed previous publications or *Rapping Papers*?

All of the previously published *Rapping Papers* and minutes can be viewed online at the Douglas County Federation website:

[DCFT.net](http://DCFT.net)

Stay informed. Remember:  
**“Together We Are Greater Than One.”**

## Classified Pay for Performance – What is it?

The DCFCE negotiates with the District for an annual budget specifically for Pay for Performance (PFP) programs. These programs are designed and structured to enhance and encourage life-long learning, and provide incentive for continuing education and career development. Classified employees must take the initiative to tap into the opportunities provided by the DCFCE and the District through these valued programs.

All of the programs available for classified employees are outlined in the “[DCFCE Classified PFP Booklet](#)” on the district’s website, located under “classified staff information” through the Human Resources link. Some of the programs available are Tuition Reimbursement; Low-Cost Educational/Career Development Loan; Certification/Licensure Program; and Non-District Continuing Education Blocks, in addition to Skill Blocks available through Staff Development.

Also, sites have access to additional funds to enable classified employees to attend workshops and seminars to enhance their knowledge and promote personal growth. Please review this booklet for further details on how to participate in these programs.

A communication, for the 2008-09 school year, has been sent out from the District and the DCF outlining budget reductions for this year in the various PFP programs across the district. For the DCFCE classified PFP budget the reductions will be in the amount of \$145,812. However, the goal is to reduce the amounts paid out in the various programs without cutting any current PFP programs. An audit will be conducted quarterly to ensure payments remain within budget. Employees will be notified if any reductions need to be made later in the school year.

If you have any questions regarding the various programs and opportunities available for classified employees, please contact Human Resources or your DCF office.

























## DCFCE Is Recruiting Building Representatives

It is that time of year again when the Douglas County Federation of Classified Employees is asking those interested in becoming Building Representatives to contact Andy Pippin at the DCF office – [Andy.Pippin@dcsdk12.org](mailto:Andy.Pippin@dcsdk12.org). New schools have opened and more classified personnel have been added to the cadre of Douglas County employees.

As an organization, the DCF prides itself on having representation at each jobsite – providing an avenue for communication between the site and the Union.



The following sites are in need of a classified Building Representative:

-  Arrowwood Elementary
-  Acres Green Elementary
-  Buffalo Ridge Elementary
-  Castle Rock Middle School
-  Castle View High School
-  Chaparral High School
-  Cimarron Middle School
-  Clear Sky Elementary
-  Coyote Creek Elementary
-  Eagle Ridge Elementary
-  Frontier Valley Elementary
-  Gold Rush Elementary
-  Heritage Elementary
-  Iron Horse Elementary
-  Lone Tree Elementary
-  Northridge Elementary
-  Pine Lane Intermediate
-  Pioneer Elementary
-  Ponderosa High School
-  Rock Ridge Elementary
-  Stone Mountain Elementary
-  East Transportation

## DCF Membership: The Best Deal In Town

### DUES STRUCTURE:

<b>Certified Dues:</b>	\$37.30	Full time
	\$18.71	Half time
<b>Classified Dues:</b>	\$18.71	Full time
	\$ 9.35	Half time

(both are based on rate of pay)

Don't Forget to Vote!



## Reading Resources from the American Federation of Teachers

**Reading Rockets** ([www.readingrockets.org](http://www.readingrockets.org)) continues to produce and make available wonderful resources for educators and parents of young children (infants to third graders). The latest is a set of parent tip sheets accessed through the "classroom and at-home resources" hyperlink on the Reading Rockets home page. The materials make clear that a child's success as a reader begins much earlier than the first day of school; reading and a love for reading begin at home. Each tip sheet is available in 11 languages: Arabic, Chinese, English, Haitian Creole, Hmong, Korean, Navajo, Russian, Spanish, Tagalog and Vietnamese.



**Adolescent Literacy.** We encourage you to spread the word about [www.adlit.org](http://www.adlit.org) an online adolescent literacy resource for educators and parents of kids in grades four-12. Launched this year, this Web site has already become a valuable resource connecting research and practice relating to adolescent literacy in an accessible and practical way. The AFT is proud to partner with WETA, the developer of [www.adlit.org](http://www.adlit.org), as well as [www.readingrockets.org](http://www.readingrockets.org), to help ensure that the materials and format are helpful and user-friendly for teachers.



## Save the date!

- October 20 – 24 Fall Break – Traditional Calendar Schools
- November 4 Don't forget to **VOTE!**
- November 26 – 28 Thanksgiving Break



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