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School Board Information

The new members were sworn in at the December 1st Board Meeting. A large number of employees, parents, and community members were present, making it "standing room only" for the first four hours of the meeting. It was great to have so many people attend. Please visit our website for notes, located under the "School Board" tab:

<http://www.dcft.net>

Newly elected Board President John Carson announced that starting with the second meeting in January, Board Meetings are to be held in different high schools. Mr. Carson also mentioned the Board's intent to discuss transportation at the next meeting, which will be December 15th. Visit the DCSD Website for the full agenda:

<http://eboard.dcsdk12.org/>

Did You Know???

There is now a group on "Facebook," started by parents and employees of Douglas County School District, named "[Involved Douglas County Teachers and Citizens.](#)" Check it out, a lot of information is exchanged and it is a great way to stay informed and share your views.

The Wellness Corner

You, or your child, can visit a walk-in clinic in Walgreens or King Soopers for suspected cases of strep throat or ear infections. With all of us watching our HSA money, having a throat culture or ear check at one of these clinics can be a lot cheaper than an office visit with your doctor or pediatrician. Check out the websites below for information on these clinics. Several of the people in the DCF Office have used one or both of these clinics for their children and have been pleased with the experience.

The "Little Clinic" is located in area King Soopers Stores:

<http://www.thelittleclinic.com>

The "Take Care Clinic" is located in area Walgreens Stores:

<http://www.takecarehealth.com/welcome-to-take-care.aspx>

*Douglas
County
Federation*

DCF
801 S. Perry Street
Suite 140
Castle Rock, Colorado 80104

PHONE:
303-688-3381

FAX:
303-688-1039

WEBSITE:
DCFT.net

Classified Skills Block Changes

In an effort to streamline processes and focus on an employee's ability to gain new and advanced knowledge and training, the DCF and DCSD (through partnership with The Center for Staff and Community Development) have implemented several changes to the classified skills block Pay for Performance components. We believe these changes will benefit both employees and the district.

Highlights of some of the new changes in skills blocks are as follows:

1. Cumulative Overview Course - discontinued
2. Cumulative Reflection documentation for submission of cumulative skills blocks – discontinued
 - New one page form for submission of cumulative skills blocks located on the Staff Development webpage > Skills Block Information
3. New structure of some courses and skills blocks offered through Staff Development. Some courses are now structured in 5-hour modules; at this time the development is technology focused.
4. Increase in the number of course and skills block offerings through Staff Development
5. Classified employees are still able to complete four (4) skills blocks for the 09-10 school year **AND** receive the skills block stipends.

For details, forms, and more information, please visit the Staff Development page on the DCSD Website:
www.dcsdk12.org

DCF Scholarship Program

Each school year the DCF provides money for our certified members who wish to attend conferences or classes in their field of expertise. **Scholarship funds will be awarded for workshops and conferences only. No degree college courses will be covered.**

Scholarship Applications must be received by the DCF Office on or before:

January 10, 2010

April 10, 2010

July 10, 2010

Depending on the amount requested and how many applications are received each quarter, applicants may be awarded full or partial scholarship funds.

These scholarships can be used to cover registration fees or tuition only. It excludes the following: parking, tolls, lodging, travel expenses, textbooks, materials for campus or on-line classes, meals, and/or substitute teachers.

Only certified DCF members, who have been members for at least one year, may apply once every two years. If you meet these requirements, apply for your professional scholarship today.

Visit our website: www.dcft.net (scholarship information can be found under the “for teachers” tab) or call Julie Weatherman, at 303-688-3381.

School Visits

We have been visiting schools and sites over the last month and have had some great conversations with employees. A lot of the same questions have come up at multiple buildings and sites. Below are a few of these questions and the answers we have been providing:

School Board

Many of the people we have visited with have had questions about how the new composition of the Board will impact Douglas County. We have taken a “wait and see” approach to this question. We have encouraged people to attend meetings and stay informed as to decisions being made by the Board. Please visit our website for meeting notes, www.dcf.net. The next Board Meeting is December 15th. An agenda for this meeting is posted on the DCSD website, <http://eboard.dcsdk12.org/>.

PERA

Many employees are concerned about proposed changes to PERA. Remember, PERA is making adjustments so that it is able to stay solvent in the years to come. This proactive approach is what makes PERA one of the nation’s healthiest retirement plans. Please visit www.securepera.org for updates.

Budget Cuts

This is a question that comes up a lot. DCSD is looking at massive budget cuts at the end of this school year, estimated to be between 30-35 million dollars. The site-based budgets of schools and sites are going to be impacted by these cuts at a drastic level. We will keep our members as informed as possible as to the decisions the district will be making regarding these cuts

Focus Group

The DCF held a meeting for elementary and secondary classroom teachers on December 8th. We broke into level groups and held discussions about pending budget cuts. We want to thank all of the people who braved the freezing cold to come and share their ideas. It was very productive and great conversations took place at each level. Our goal is to take a proactive approach to the upcoming cuts, estimated to be between 30-35 million dollars. We would like to hold several more meetings of this type as we move through the second half of the school year. If you would like to be included (date/time/location TBD), please email Courtney Smith (Courtney.Smith@dcsdk12.org). We welcome people who did not take part last week, as well as those who did and would like to be included again. It is important that you voice your opinions and concerns about the cuts that will inevitably be impacting our classrooms and students.

FYI: Retroactive Pay for Probationary to Professional

If you were a probationary teacher last year and have moved to “professional” status this year, your retroactive pay will be in your December 20th check.

Membership Update

Certified Members:
2,431

Classified Members:
789

Negotiations Updates

Classified:

The DCFCE Negotiations Team has met with the DCSD Team, to start off the 09-10 negotiations season. They will continue to meet the first Wednesday of each month, for full day sessions. The individuals on the DCFCE Team, representing the members of the DCFCE, are:

Brenda Smith, DCF President
Tiffany Osland, DCFCE Vice President
Julie Weatherman, DCF
Larry Herrington, O&M
Annette Mertens, Central Dispatch
Suzanne Kruger, DCHS
Pat Yamada, Central Admin
Mary Heins, PGE

Certified:

The DCFT Certified Negotiations and DCSD Negotiations Teams will begin their Contract Negotiations cycle on January 13th. We have scheduled monthly meetings through May. The individuals on the DCFT Team, representing members of the DCFT, are:

Brenda Smith, DCF President
Jody Papini, DCF Vice President
Cindi Leitch, DCF Treasurer
Cheryl Heaton, DCF Secretary, PHS
Courtney Smith, DCF Office
Carlye Holladay, CHS
Joseph White, TRHS
Kevin DiPasquale, MRMS
Mary Whitney, FVE
Jeanie Geurin, DCHS

Save the Date!

December 15th	School Board Meeting
January 5th	School Board Meeting
January 6th	Classified Negotiations
January 7th	Classified Building Rep. Meeting
January 13th	Certified Negotiations