



Executive Summary of Tentative Contract Settlement

Below you will find the terms of the tentative contract settlement agreed to by the members of the DCFT Negotiating Team and Douglas County School Board for the 2010-11 school year. Please review the terms of the tentative agreement below. It is not possible to include all of the legal documentation in this mailing. **Copies of the complete contract language will be available at the DCF office or at www.dcsdk12.org.** All teachers who have questions or concerns are asked to contact the DCF office at 303-688-3381.

<p style="text-align: center;">Tentative Agreement between the Douglas County Federation of Teachers and the Douglas County School Board for 2010-11</p>

Compensation and Benefits

- No furlough days
- 0% Cost of Living Increase
- No Step Increase
- Probationary teachers finishing year three during the 2009-2010 school year advance to regular status lane on salary schedule
- Current employment benefits package (e.g. Medical, Dental, Vision, Life)
 - Premiums paid out of General Fund; operated and maintained within Medical Fund; 15% medical premium increase for employee only from FY 2009-10 rates.
 - Consumer-driven, high-deductible health plan design changes; **See District website under “Employee Benefits” for 2010-2011**
 - Wellness performance system designed and implemented to engage employees in their own wellness; **See district website under “Employee Benefits” for 2010-2011**
- Mandated contributions to PERA paid by DCSD: 13.85% through 12/31/10; 14.75% beginning 1/1/11.
 - Current PERA contribution levels are mandated by the State to increase 0.9% per calendar year until 2013 when contribution rate equals 16.55%.
- Maintain Longevity
- Maintain Knowledge Level Advancement
- Maintain parts of the Pay for Performance components (National Board, Master Teacher, Skills Block Courses, Site Based Responsibility)

Contract Language

- Adding new language to pg. 6, IV Informational Material: Teachers will be given prior notice and will be provided the opportunity for input for Board policy changes before they are finalized.
- Changing language on pg. 33, 6a. Up to ~~ten (10) years~~ six (6) years of successful experience shall be recognized, provided it occurs the ~~twelve (12)~~ eight (8) calendar years immediately preceding the date of employment. For positions the Office of Human Resources and the DCFT have agreed are categorized as "hard-to-fill," the District may recognize up to ~~twelve (12)~~ eight (8) years of successful experience provided it occurred in the ~~fourteen (14)~~ ten (10) calendar years immediately preceding the date of employment.

Memorandums of Understanding

***(All new or changed MOUs are on the union website for you to read)**

- *Teacher Effectiveness
 - The District and DCF will develop and implement a continuous improvement model for teacher development and evaluation. This model will include multiple measures of teacher performance and student learning. The model will be used to revise the District's differentiated pay program, as well as, inform future tenure decisions and develop teacher leaders.
- *MOU regarding Health Savings Accounts
 - The District and DCF both recognize the importance of maintaining the District's contribution to its employee Health Savings Accounts as a part of providing quality health insurance. Both parties have an interest in developing contract language guaranteeing funding at or above the previous year's funding level.
- *MOU regarding Extended Service Severance
 - The District and DCF have a mutual interest in paying district teacher retirees their Extended Service Severance in conjunction with them working a 110-Day Agreement in SY 2010-11
- *MOU regarding Student Load/Class Size
 - The District and DCF have agreed to suspend article VII.H 1-3 (student load/class size) of the certified contract for the 2010-11 school year.
- *MOU regarding Pay for Performance
- *Letter of Agreement for eDCSD
- Teacher Compensation MOU
- Effective and Efficient use of time and resources
- Elementary Planning Time Grant
- Contract Language Alignment Committee for The Center for Staff and Community Development