

The background of the slide is a solid dark brown color with a pattern of lighter brown, stylized autumn leaves scattered across it. The leaves have prominent veins and are oriented in various directions, creating a textured, seasonal feel.

# **DCF Fall General Membership Meeting**

# Goals of the Office

- Increase Communication
  - Executive Board minutes on line
  - Bi-monthly communication
    - President's Perspective
    - Rapping paper
  - Teacher input via committee work, supplier and stakeholder input on major district initiatives

# Goals of the Office cont'd

- Visibility
- Increase active participation
  - District committees
  - ER&D trainers

# What the Union has done for you!

## Calendar

- Increased number of union participants on committee, certified and classified
- Input on proposed calendar from stakeholders

# **What the Union has done for you!**

## **Classified contract update**

- **Enhance input given by classified employees on all committees with equitable pay**
- **Authorized release time for classified employees to attend conferences, trainings, etc. for the DCFCE**
- **Inclusion of DCFCE eligible members in Child Care and Nutrition Services in classified pay for performance programs.**

# What the Union has done for you!

## Infinite Campus

- Placed teachers on the Infinite Campus Cross-functional Team
- Demanded more trainings for teachers and classified staff
- Mandated that the process for opening the Parent Portal be followed and monitored by the Director of Schools
- Default system for EPR, starting week of 11-6-06
- Actively communicating teachers and classified staff's questions and concerns to IC Team
- Continuing conversations with the district over increase in workload for teachers and classified staff

# What the Union has done for you!

## Graduation Requirements

- Insisted Union and community members be a part of the decision making process
  - Survey
  - Solicited information from buildings on feedback of the proposed graduation requirements
  - Teacher input on the review of the data collected to propose policy recommendations
    - November 30<sup>th</sup>, 9-1
    - December 6<sup>th</sup>, 1-4

# Alternative Licensure

- History
  - Two year process
  - Reason- current system is not providing the volume of participants
  - Issue nation wide of shortage of teachers
    - AFT and their support of Alternative Routes to Teacher Certification
    - Commissioners Superintendent Advisory Committee
    - Cindy Howerter, CDE
  - Partnership between Union programs and district
  - Structure of Learning Center Board and sub board
  - Only for hard to fill which is decided by Union and HR

- Current negotiated issue
- DCSD is the agent, state does the licensing
- Two year pilot with rigorous accountability
- The DCSD programming will be equal to, if not more, demanding than university requirements
- Require candidates to work closely with volunteer mentor teachers who will be adequately compensated
- All applicants must have a college degree
- Candidates are required to pass a rigorous screening process
- Qualified/certified teacher takes precedence
- Teachers teaching teachers
  - ER&D
  - Currently several adjunct professors in DCSD

- Waiver requests
  - Endorse *licensed* teachers who are not currently endorsed in hard-to-fill positions.
    - SPED example
      - 21 positions filled with subs in DCSD
      - Federal standard is 8:1, DCSD standard is 12 or higher:1

- Professional-In-Residence program
  - One year contract
  - Limited to one period a day – not a core subject
  - Not seeking a license, but required to receive pedagogical courses
    - EX. Castle View HS/Lockheed Martin

- License teachers where the State Board of Education has not identified endorsements and licenses we need in DCSD.
  - Similar to current alternative program offered by the state
    - Offers endorsements where state does not offer
  - May have other University endorsements
    - Ex. Mandarin Chinese

- Use the CDE alternative licensure process as stated by the SBE with the exception of DCSD defining the pre-qualification for candidates entering the program.
  - The Learning Center replaces state for the pedagogical piece
  - The Learning Center does the training
  - The Learning Center has to meet Federal regulations for NCLB

# What has the union done for you!

- Held strong on not having individuals pay for their health insurance
- Professional Development, ER&D
- Leadership opportunities
- Increase in salary/continued benefits
- Tuition reimbursement
- Low-cost loans
- Scholarships
- Elementary planning time grants
- Representation on committees
- All classified now have due process
- Organized classified
- National benefits (legal, pet insurance, flowers, etc.)