

# **General Membership Meeting**

## *Proposed minutes*

**3-19-07**

### **Call to order:**

President, Brenda Smith, called the meeting to order at 6:50 pm

### **General Business:**

- Acceptance of minutes: Mike O'Day moved to accept the minutes. Julie Weatherman 2<sup>nd</sup>. They were approved.
- Treasurer's Report:
  - Jody Papini presented all budget items from June 1 to present. It was moved and seconded to accept the report. It was accepted.
- Membership Report:
  - Cindi Leitch presented the membership report. We currently have 2,141 certified members and 416 classified members. We have had a successful recruitment period conducting walk-throughs at all buildings. Building representatives are asked to keep recruiting new members, especially classified.
- Tiffany Osland gave info on ratified contract as of Feb 6. Hard copies of classified contract will be given out to ALL classified employees. You can find it on our web site.

### **Items for Action**

Amendment to the Constitution article IV, Section 1.

It was proposed to change the number of certified Members-at-Large from 1 member-at large per 250 to 1 member-at-large per 200 members. Also, in Section 3 it was proposed we hold a secret ballot at regional polling sites for each chapter, DCFT and/or DCFCE. It was also proposed that Executive Board officers not miss more than two meetings unless excused by the President. Discussion took place. It was moved and seconded to accept these amendments. They were accepted.

Vote on the Executive Board slate. Cindi Leitch called for a vote to accept the slate of nominees. It was moved and seconded. The slate was accepted as presented.

The nominees were called upon to introduce themselves and tell where they work and their involvement with the DCF. Cindi Leitch moved to accept the slate of officers as presented to the Executive Board. Cheryl Heaton

seconded the motion. The slate of officers was accepted unanimously by acclimation. Our new Executive Board consists of the following members:

Brenda Smith- President  
Jody Papini- Vice President  
Cindi leitch-Treasurer  
Cheryl Heaton- Secretary

### **Members at Large**

Laura Bush  
Nicole DiPasquale  
Kim Herrell  
Carlye Holladay  
Gwen Marlatt  
Kiersten Martinez  
Pat Nicholsn  
Mike O'Day  
Joe White  
Suzanne Wyatt  
Rick Umbach

### **Constitution Committee**

Members of the Constitution committee co-chairs Joanne Slanovich and Cheryl Heaton presented amendments to the constitution.

Article I Amendment was read and discussed. It was moved and seconded to accept the amendment as proposed by the committee. Passed.

Article II- Amendments were presented. Discussion took place concerning article II amendments as presented. It was moved and seconded that a section be added to read, "to act as a representative voice of our member constituents between ourselves and the District Administration." Discussion was held. Passed.

It was moved and seconded that the above Amendment be placed as Section 1 and all other sections numbered to follow. It was moved and seconded. Passed.

It was moved and seconded that all other amendments to Article I proposed by the Constitution committee be accepted as read. Discussion. Passed.

Article III was moved and seconded that Amendments be accepted as presented by the Constitution Committee. Discussion. Passed.

Article V was moved and seconded that Amendments be accepted as presented by the Constitution Committee. Discussion. Passed.

Article VI was moved and seconded that Amendments be accepted as presented by the Constitution Committee. Discussion. Passed.

Article VII It was proposed to eliminate all sections under Article VII. Discussion took place. It was moved and seconded. Passed. All Articles for the rest of the document will be numbered accordingly.

Article VII was moved and seconded that Amendments be accepted as presented by the Constitution Committee. Discussion. Passed.

Article VIII was moved and seconded that Amendments be accepted as presented by the Constitution Committee. Discussion. Passed.

Article IX was moved and seconded that Amendments be accepted as presented by the Constitution Committee. Discussion. Passed.

Article X was moved and seconded that Amendments be accepted as presented by the Constitution Committee. Discussion. Passed.

Article XII was moved and seconded that Amendments be accepted as presented by the Constitution Committee. Discussion. Passed.

Article XIII was moved and seconded that Amendments be accepted as presented by the Constitution Committee. Discussion. Passed.

Article XV was moved and seconded that Amendments be accepted as presented by the Constitution Committee. Discussion. Passed.

Article XVI was moved and seconded that Amendments be accepted as presented by the Constitution Committee. Discussion. Passed.

### ○ **Updates and Reports**

- Operations and Maintenance update: Lee Smit passed out flyers explaining how much money the District can save by turning lights off in every classroom for just one hour a day. Please be diligent about this.
- Calendar Committee: Getting input from stakeholders through a survey conducted by Pat McGraw and Joyce Hawk. This info will be used to guide decisions on future calendars.
- Evaluation Tool Update: An update of the new Evaluation Tool was presented. The new tool is much more reflective. We have had good feedback.
- Child Abuse Policy: Jody Papini presented an update on Child abuse Policy. It should be noted that this really is not a change. The teacher is held responsible to turn in any concerns to social services. If the teacher chooses to give the concerns to another staff member to make the call (Principal, counselor, etc.) it is up

to the teacher to make sure that person contacted Social Services.

- Douglas County Educational Foundation is holding a raffle for a town home. It is a fundraiser for schools and The Foundation. Please sell tickets for this great cause.
- Human Resources policy committee reported that high Schools could now show snippets of R rated movies.

### **Reports from Certified**

- Negotiations
  - Personal Days will not be monitored the day before and after a holiday. Please be professional when using your personal days! Data will be collected for one year to determine continuation of the process.
  - Maternity leave: Negotiating team is working on cleaning up the language for employees to better understand.
  - Knowledge Level Advancement: Language is being changed for employees to better understand procedures.
  - Insurance: hearing aides and orthodonture will be added to our insurance.
  - Human Resources/Payroll- Joe White has been instrumental in this issue. Schedule A was changed at the beginning of the year to designate the funds at the end of the year. Many teachers were unhappy about this because they did not have a say in this change of process. We now have representation on this committee. Payroll and DCF are working collaboratively when any changes are made.

### **DRA 2**

- Cindi Leitch gave an update that many options have been drafted to lessen the amount of time used for assessment. We are listening! Para's are now able to input data. 4<sup>th</sup> -6<sup>th</sup> grade DRA is on hold for now. Other changes will be sent out when decisions are made.

### **Reports from Classified:**

- Contract Info: Highlights of the contract were discussed. Hard copies of the contract will be distributed to all sites for all classified employees in the upcoming weeks. The contract is on the district and union websites.

- Pay for Performance Information:
- Low Cost Loan Option
- 4 skill blocks/year available
- Inclusion of Child Care and Nutrition Services Employees
  
- Committees Options:
- Classified employees interested in serving on the various committees throughout the district should email Tiffany and indicate their interest.
  
- Building Reps:
- We currently have approximately half of the sites covered with regarding to active classified building reps and need more involvement from the employees.
- Listing of sites available and solicitation of members will continue in the upcoming months.
  
- Negotiations:
- The contract is a living document and negotiations are on-going. The bargaining committee meets monthly and the current members will remain for the balance of this school year. Prior to the start of the 07-08 school year, Brenda and Tiffany will review the structure of the bargaining committee and indicate changes if needed.
- COLA came in at 3.6% for next year and the DCF negotiations teams (classified and certified) will continue to negotiate for anything we can above that.

President Brenda Smith asked if there were any further questions. There were none. It was moved and seconded that the meeting be adjourned. It passed. Meeting was adjourned.

Note: Thanks to all of you who brought books for Diane Adloff, nurse in Iraq.. We will be sending those out next week.