

DCFCE Executive Board Meeting Minutes

Monday, April 16th 5:15 Pm

Members Present: Carol Adams, Tiffany Osland, Bonnie Bickel, Larry Herrington, Brenda Smith, Fay Norris and Julie Weatherman

Tiffany went over the financial Profit & Loss Statement. It was moved by Julie and seconded by Larry. Discussion passed.

Tiffany advised **all that the Classifieds contracts have been delivered to** all schools and in addition to be posted on the DCSD website, it is also now published on the DCF website.

Discussed **joint membership meeting** in March and Tiffany asked for feedback: Everyone thought that the classified turnout was great and that it will be very hard to rsvp for these things. We also think we will have better turn outs to the membership meetings in the future. Hoping that more classified employees will take an active interest in issues.

Julie brought up clarifying question regarding **note taking** and was informed she was indeed the “Secretary”—she was assigned when prior Secretary had to step down, thus no need to “vote” in at this time and thus required to take meeting notes and email them to Tiffany who in turn approves them and then puts them on the website for all to view.

Tiffany discussed **Building Representative program** –We have been having monthly meetings now – going on the 3rd one now—for the classified building reps to attend and learn all about classified issues and the new contract and take it back to building and help spread the word to their building sites. May will be the last one for the school year.

It was brought up that classifieds have access to the **Constitution** and for the first time there is structure foundation for classified employees. This marks a big change to the DCF in general and an additional benefit to classified employees.

New business on Agenda discussed:

07-08 Compensation/Benefits update given to the Board by Brenda

Typically, we compare to Cherry Creek, Littleton & Aurora. We use settle Certified first, then Classifieds raise. Our main goal- we want to look like ONE union. Brenda explained that Tiffany brought up that she want to look at classified next year and how our pay is determined/pay raises and areas we can improve on in classified. Our Benefits came out excellent at 3.9%. Pending School Board approval, we have settled on 4.35% , w/ 2%step which is 6.35% to classified employees – but w/ benefits is 6.9%. If an employee is maxed out- they would only get the Cost of Living of 3.6%

Pay for Performance update update to the Board by Tiffany

Tiffany has formed a committee to look at the entire pay for performance budget. We will have 2 focus groups set up to confidentially discuss this BEFORE Tiffany goes to bargaining for us on the 25th. The areas we will discuss: Skill Blocks, Attendance & Pillars.

Discussed the possibility of a **year end celebration**, a drop in open house type event. Brenda brought up something that Certified has done in the past – which is to mail the contract ballot (which includes outlining the upcoming pay increase) to ALL classified employees, only union members can vote, but also include a union enrollment membership card in there w/ a SASE – so as to possible get some new classified members from the mailing, along with a flyer saying “hey, come to our Open House”

Additional Info Discussed:

- Tiffany would be happy to attend any classified staff mtg to discuss the classified contract in further detail w/ sites
- Brenda and Tiffany are going to start attending ER & D classes to introduce themselves and plug the union
- It is OK to plug the Union at the ER & D classes
- There will be no August inservice—we are going back to the January one
- We will have 3 information meeting dates between the mailing and ballots. Will have one here at the DCF office- probably one in Parker area and one in HR area again for questions and answers.

Next Classified Executive Board Meeting
August 20, 2007 5:15 PM