

**Executive Board Minutes**  
**September 10, 2007**  
**Rockyard Brewery**

**Present:** Gwen Marlatt, Jody Papini, Suzanne Wyatt, Brenda Smith, Cheryl Heaton, Laura Bush, Carlye Holladay, Chris Bell, Nicole DiPasquale, Mike O'Day, Kiersten Martinez,

**Excused:** Cindi Leitch, Pat Nicholson, Kim Herrel, Rick Umbach and Joe White

**Approval of Minutes:** Jody moved to accept the minutes of our last meeting with no changes or additions. Mike seconded it. It was approved 9 – 0.

**Reports:**

**Treasurer's Report** - We have loaned classified some money because AFT Nationals is three months in arrears on the payment for the Classified Organization. The budget is being approved at Nationals and we should get our money soon. Carlye moved and Mike seconded to accept the Treasurer's report. It was approved 9 – 0

**Membership report:** Currently we have 2286 Certified members and 433 Classified members. We are getting cards in on a daily basis.

**Building Rep Dinner** - Our goal this year is for every building rep. to sign on 3 new members. We are half way to our goal of 600 new members for this year.

\*Our goal for classified is to help further their knowledge about job alike. With their new contract they have tuition reimbursement and low cost loans. The members of DCFCE, on their latest contract approval, voted to eliminate Group Incentive. If anyone knows when their classified meetings are held in their buildings please let the office know. The office staff will come to these meetings to answer questions and recruit. Please e-mail Brenda when you know of these meetings.

At the Building Rep. Meeting Brenda spoke about not looking like your common union. We need to discuss why we are unique. Why don't we officially file grievances? The relationship between DCF and the District is one of collaboration. When issues arise, the Union is able to approach Human Resources and work out issues professionally. This professional atmosphere allows for members of the Union office to meet with members of the District without formal protocol. Other Union/District relationships require advanced notice and formal written documents to solve issues. An example of this collaborative relationship is the issue of night security at Eagle Academy. Brenda was able to speak with Steve Herzog and ask for an increase in personnel. Eagle Academy was granted the security guard they needed and the issue was resolved in less than a

week. This is only one of many examples of the working relationship the Union has with the District.

In Denver Public Schools the Denver County Teacher's Association ( DCTA) wants a voice on district committees and reform. They want to be a part of the decision making process. In Douglas County, as per our contract, we have this voice on every committee in the district.

**Dues Increase** - AFT National increased dues by \$.25. This does not require a vote because national dues increases are just a pass through. This still keeps our dues low compared to other organizations in the state.

**Calendar committee** – Because the DCF has teacher representation on the Calendar committee the teachers expressed a concern about the early start date for the 2008 – 2009 school year. Committee members agreed with the teachers and the 2008 – 2009 calendar was changed. Students will start August 11<sup>th</sup>.

**School Board** – October 1st we hope to have a School Board Candidate Forum at RCHS. We are waiting on approval for the site. A committee will be appointed to attend the forum and make a recommendation on whom the DCF should endorse for the next school board election. An e-mail will go out to all members asking for volunteers to serve on this committee. Transcripts will be provided from the forum. We will contact the Denver Area Labor Federation and they will send out flyers of our endorsements to every Union member in Douglas County. This doesn't mean only teachers. Every person that is a member of a union will receive a flyer.

**New hire in the office** – Sherri Newton was hired in the office. She will work on any issue but will focus on classified

### **Business:**

Our **Low Cost Loan Program** has been available only to regular status teachers. We get multiple requests from Union members who are 2nd and 3<sup>rd</sup> year teachers who need the money. They need the money to go back to school and pay off loans. If they leave the district we are responsible for getting that money back. We do get lists from the district of teachers who are leaving. The proposal is to give it to new teachers. The fee for the loan goes back into the fund. We have money to loan out and we do not have a wait list for people who want money. Suzanne talked about starting with 3<sup>rd</sup> year teachers in the district to see how it works. We need to gather data on it. If someone on the list is leaving we contact him or her or they contact us and we tell them how much they owe. We ask if they want to write us a check, have district cut it out of the check etc... Usually they write a check. Legally we could get it back from them. Carlye said first year teachers aren't always brand new teachers in the profession. They are veteran teachers who have moved into the district. Carlye asked if we could say no one-year only contracts. Jody added that they couldn't have a letter of concern.

A motion was made by Mike O'Day that we include 2<sup>nd</sup> and 3<sup>rd</sup> year teachers with the stipulation there are no performance concerns and they are on a continuing contract. Seconded by Chris Bell.

A vote was taken and the motion was approved 10 – 0.

**Office Bills from classified** - Last year it was approved that Classified pay bills 50/50. They have a quarter of the members that the Certified do. Brenda is suggesting a 25/75-pay structure. Classified will pay 25% of the bills and the Certified will pay 75% of the bills. Hopefully this will change next year as the classified increase their membership. The budget Jody made anticipated that this might occur. This will not be a huge cost for the DCFT. This will be revisited when the classified numbers increase.

Carlye made a motion that the bill paying will be 25% paid by classified and the certified will pay 75%. This will be revisited when numbers increase for the classified. Kiersten seconded the motion.

We will give a monthly update of how much more it costs for DCFT.

It was approved 10 – 0.

**Retiree Chapter** – We would like to start a Retiree Chapter in the DCF. These members will pay a lesser amount of dues. If they are subs they will get liability insurance. They could also be a great volunteer pool for DCF. We need approval for two people to go to a seminar in Washington DC to learn about setting up a Retiree Charter. They would learn about how to start a chapter. The retirees would not have voting rights for the contract. Gwen felt it was a great way to tap into a new resource. Their dues would cover the costs the chapter would occur.

Jody moved to send two members to Washington DC for the seminar to start a retirement chapter. Keirsten seconded the motion. It was approved 10 – 0.

**Learning Services Committees** – Learning Services wants a Union voice on all committees. The DCFT is allowed to appoint 10 % of all committee slots for Learning Services committees.

Nicole made a motion that when a Learning Services committee begins they will notify the DCF office. The office will send out an e-mail to all those interested. Once names are collected the office will look at the make up of the committee and decide what grade level and region are needed for that committee. Brenda will then appoint people to those committees. Chris Bell seconded the motion.

It was approved 10 – 0

**Good and Welfare: Coffee talks** with all Building Reps. This will take some time to get this accomplished but they have begun.

**Traditional teachers who are subbing for track teachers:** In order to be in the sub system there are requirements. Traditional and modified calendar teachers cannot be permanent pieces of the sub system because they clog the system when they aren't available to sub because they are teaching their regular contract day. The District doesn't want them to be in the system. Please send your sub ID to all secretaries and they can put your name on the board for the teachers to choose.

**October 8<sup>th</sup> is our General Membership meeting.** It will be held at the DC Events Center. It will be held at 5pm so people can eat and the actual meeting will start at 5:30. There will be no Executive Board meeting for the month of October.

Pam \_\_\_\_: The response to support the Castle View High School teacher whose house was struck by lightning and caught on fire was unreal. She will be presented her gift certificates on Wednesday, September 12<sup>th</sup>. It was great for the Union brothers and sisters to support their own.

Nicole made a motion to adjourn the meeting. Laura seconded the motion. It was approved 10 – 0.

Meeting adjourned at 6:30 pm.

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Submitted by Cheryl Heaton, Secretary

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Approved, Brenda Smith, President