

Certified Members of the Union Ratify 2007-08 Contract

Certified members of the Douglas County Federation of Teachers ratified the 2007-08 Contract between the Douglas County School District and the certified employees. Mail-in ballots were tabulated with over 99% voting in favor of the negotiated contract.

After Union membership ratification, the new contract language was presented to the Douglas County School District Board of Education for approval. The Board unanimously approved the contract.

The ratification came after a yearlong “living contract” collaborative effort between the Union and the District.

The terms of the agreement include:

- ✓ A 4.35% “across the board” salary increase (excluding longevity);
- ✓ Knowledge level advances (up to 2 moves per year);
- ✓ Employee medical, dental and vision premiums;
- ✓ Orthodontia covered to \$1000 lifetime maximum per dependent child;
- ✓ Suspension of personal leave contract language during a 2-year Memorandum of Understanding; and,
- ✓ Creation of a Learning Center Committee to align contract language with Learning Center By-Laws.



The DCFT thanks those members who voted in favor of the new contract. A full version of the contract can be found online at our website at DCFT.net.

*Douglas County
Federation*

Douglas County Federation Helps Sponsor Booth at Conference

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Participants at the annual NSDC Conference were given AFT Professional Development materials. Cindi Leitch, Cheryl Heaton, Laura Bush, Joanne Slanovich and Dave Sanger, Pres. of AFT Colorado, helped answer attendees' questions.



Members of the Douglas County Federation helped to sponsor a booth at the recently held National Staff Development Council Conference held here in Denver. The annual conference was held at the Hyatt Regency Denver Hotel from July 15 through July 17. Members of our local Union along with members of AFT Colorado helped to distribute Union sponsored Professional Development materials to conference participants. Visitors to the DCF booth signed up to win a coffee maker and a \$25 Starbucks gift certificate. Shelley Wiley of South Carolina was the lucky winner.

Members of DCF Present at National Conferences

The American Federation of Teachers held its annual **QuEST** (Quality Educational Standards in Teaching) Conference in Washington, DC from July 11 through July 15. For the past 35 years, QuEST has provided a forum for exchanging new ideas while examining proven practices moving our public schools forward. QuEST continues its tradition of using today's successes as the foundation for tomorrow's excellence in education.

Jody Papini, Douglas County Federation and Peggy Brookins, Director, Engineering and Manufacturing Institute of Technology, Forest Park High School presented, "Algebra for All: Do All Students Gain Access?" Algebra is now required for graduation in most school districts. While some still struggle with arithmetic, how do we help them take the first steps to engage in algebra? The session allowed participants to view a video lesson and analyze the elements contributing to student engagement and preparation for abstract thinking.



Pam Reynolds and Kathy Montague share the newly piloted Induction model with NSDC attendees.

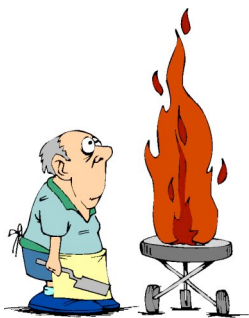
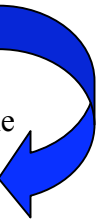
Joanne Slanovich, DCF, Pat Nicholson, Cresthill Middle School, and Patricia Meyers, Acres Green presented a session entitled: "The New Teacher Seminar." This workshop focused on effective practices for maximizing instruction – establishing rules and procedures, room arrangement and management style.

QuEST has become synonymous with quality teaching, active union leadership and strong public schools. Douglas County was proud to participate and contribute to AFT's tradition of excellence in educational practices.

DCF members Pam Reynolds, BRT Arrowwood, and Kathy Montague, BRT Mountain Ridge, presented at the **National Staff Development Council's** annual conference held in Denver. Their topic: "Mentoring: A Research-based Induction Program." This presentation focused on the Induction Process developed a piloted here in Douglas County by BRT's. The process proved to be quite successful and provides a framework for Building Resource Teachers as they coach and mentor new teachers.



The District is underway with "online pay stubs and W-2 forms." This project will not only reduce use of paper but significantly reduce costs related to printing payroll check stubs for over 6,000 employees on a monthly basis and W-2 forms annually. The District's goal is to have online check stubs for all employee groups by January 1, 2008.



July 21 – 28

**ER&D Summer Institute
Baltimore, Maryland**

July 23

**Douglas County Education Foundation's Annual
Golf Tournament**

August 7

**New Teacher Orientation
Castle View High School**

August 30

**ER&D Reunion
Lone Tree Rec Center**

