



ACTION!

#8 – April 19, 2013

Also sent to DTEA Members' personal emails

STAND WITH YOUR DTEA TEAM!

Bargaining begins

DTEA and the school district bargaining teams met April 18 for the first of three scheduled meetings. Matt Oehlert (The International School) is our team spokesperson. Matt is joined by Glenn Ashley (Bollman); Andrew Hartzheim (Glacier Peak); Kyle Hester (Rocky Mountain); Linda Walther, DTEA Retired member who is our consultant; and Lori Goldstein and Dorian De Long. Our next scheduled all-day negotiations sessions will take place on May 2 and 9.

We have emailed both initial proposals to all members for whom we have personal emails and sent them to Association Reps. Two hard copies of each proposal will be sent to each building for members to review as well. Please read them and share your feedback with your Association Rep. In summary:

DISTRICT PROPOSAL:

- Eliminates Article 22, Sabbatical Leaves;
- Article 31-Release Time for Association President and Coordinator;
- Changes Article 24, Sick Leave Bank, to ensure that the annual donated hours are equal to or more than the used hours to avoid a deficit balance in hours; makes other significant changes in the Sick Leave Bank operations;
- Increases high school coaches' stipends slightly and eliminates middle school coaches' stipends; middle school sports and outdoor education;
- Offers \$2.9M in revenue for compensation; sets aside about \$500,000 of it for increased PERA and Medicare costs; wants DTEA to decide how to spend the rest, but stipulates that there can be no salary schedule step increases.

DTEA PROPOSAL:

- Restoration of the 1.5% unilateral pay cut in September 2012; 2.5% on the salary schedule plus steps; a retroactive step on the schedule for everyone eligible for a step on September 2012;
- Specific targets for elementary class size and relief when class size caps are reached, plus a maximum secondary class load requirement;
- An increase from one to two days for teacher-directed early release days;
- Requirements for mutual sharing and using the results from the TELL Colorado and district Climate & Culture surveys;
- Addition to duty-free lunch language to make the time exclusive of passing periods;
- An increase in art teacher stipends;
- Extending the contract to 2018.

DTEA Activities

- **Big thank you** to all our sites for one week working-to-the-contract! We will meet with Association Reps to learn how the activity was done in every school.
- DTEA hosted two community meetings for parents and other citizens on April 11 and 13. We are posting the PowerPoint slides from those meetings on the DTEA blog. We had a great turn-out!
- DTEA and the district go before an arbitrator (Ben Aisenberg) on Tuesday, April 23, to present our positions on the unilateral 1.5% salary cut last September. At the hearing, we will learn about how long it will take to get the arbitrator's decision. CEA General Counsel Brad Bartels will represent DTEA in the arbitration.