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*Douglas  
County  
Federation*

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## Brenda Smith Elected to AFT Colorado Presidency

Brenda Smith, President of DCF local #2265, is the newly elected President of AFT, Colorado. Elections were held on Saturday, April 25 at the AFT Colorado Annual State Convention held at the Embassy Suites Tech Center. Brenda replaces Dave Sanger, outgoing President. Other local members elected to the state federation Executive Board are: Jody Papini, Executive Vice-president; Tiffany Osland, Vice-president; and, Cindi Leitch, Vice-president. Douglas County members will serve with others from locals throughout the state.

Ms. Smith, Ms. Papini, Ms. Osland, and Ms. Leitch will continue to serve on the local Douglas County Federation's Executive Boards. There will be no change at the local level. Our congratulations to all newly elected board members.

## DCF Hosts 37<sup>th</sup> Annual Student Awards



Floyd Pierce, Cresthill Middle School 8<sup>th</sup> grader, poses with his teachers at the Awards Ceremony.



Rock Ridge's recipient, Garrett Newcomb, receives his award presented by DCF President, Brenda Smith.

The Douglas County Federation held its 37<sup>th</sup> Annual Student Awards Ceremony at Chaparral High School on May 12, 2009. The annual ceremony recognizes one student from each of the schools in Douglas County – 63 in all - for achievement in scholarship, school and community involvement, responsibility, co-operation with students and teachers, and creativity.

Brenda Smith, President of DCF and Cheryl Heaton, ceremony coordinator, presented gift certificates to the Elementary and Middle School recipients. The following seniors received the gift certificate along with a \$1000 academic scholarship to be used for advancing their education:

Megan Morgan  
Maren Jacobsen  
Stephen Kissler  
Sean Shay  
Victor Escobedo  
Lindsey Hodapp  
Katherine Packard  
Chelsea Snow  
Sarah Classen  
Michael Lohman

Chaparral  
Castle View  
Douglas County  
DC Oakes  
Eagle Academy  
Highlands Ranch  
Mountain Vista  
Ponderosa  
Rock Canyon  
ThunderRidge



Senior Award Recipients

# Union Member Spotlight

**Name:** Mandy Sheets

**School/Site:** 6<sup>th</sup> Grade Teacher Clear Sky Elementary;  
Next year I will be teaching K-6 Science.

**Years with DCSD:** Two Years

**Union Position:** Building Representative

**Why you became a Union member:** A friend shared with me the great work the Union does for the teachers in this district. Douglas County is fortunate, because DCF provides the elementary planning grant, ER&D classes, tuition reimbursement opportunities and so many other benefits I am still learning about through my conversations with long-time members.

**What you like best about working for DCSD:** Douglas County Schools have an incredibly positive environment. From the students, parents and community to the staff and administration, people in this district truly care about kids.

**What you enjoy doing in your spare time:** Outside of teaching, I find myself hanging out with my dog Juneau, running, hiking and biking. I also spend as much time as possible in the mountains.

**Name:** Bonnie J. Bickel

**School/Site:** Secretary to the  
Principal – Castle Rock  
Elementary



**Years with DCSD:** 23years

**Why I became a union member:** I wanted to become a member from the very first and to be more involved.

**What do you like best about working for DCSD:** My job is different everyday. Also - the time passes so quickly and here we are ready to start another year. There are great people to work with.

**What you enjoy doing in your spare time:** I like to read, knit, shop and eat out.

**Name:** Susan Jung

**School:**  
Front Office Secretary &  
Attendance Secretary at  
Cougar Run Elementary



**Years with DCSD:** 7 years

**Why I became a union member:** Proper representation should I require any help with my job.

**What do you like best about working for DCSD:** I like the people.

**What you enjoy doing in your spare time:** I enjoy hiking, camping, skiing (love spending time outdoors). And, I like spending quality time with family and friends.



**Name:** Kiersten Martinez; 6<sup>th</sup> Grade teacher, Saddle Ranch Elementary

**Years with DCSD:** 12

**Union Position:** DCFT Executive  
Board Member



**Why I became a Union member:** I wanted to be a part of the process by which teachers were represented. I also wanted to be a part of the ER&D program, which has been an exciting and fulfilling position to be in. The people and the information I am able to provide for my teachers is very important to me. The purpose behind the Union and our relationship with the district are the two things I like best when working with the Union.

**What you like best about working for DCSD:** I like being a part of a district/school that believes in treating the employees as professionals and believes children come first. Because I am intrinsically motivated, I enjoy the consistent opportunities for continuous learning.

**What you enjoy doing in your spare time:** I enjoy spending time with my family and taking family trips.



## The "BLITZ" Is On!



The month of May has been designated as a Membership "Blitz" month for DCF. Whoever joins the DCF during the month of May, will receive the first 3 months' dues free and will be privileged to join other members in voting on the contract. Now, more than ever, it is important to become a Union member.



Building Representatives received information regarding the "blitz" at various meetings held throughout the county. Reminder to Building Representatives: There are prizes being awarded for getting the most members – iPod Shuffles, Elitch Garden tickets, and the Grand Prize - a two-night stay in the mountains. So get out and **BLITZ!**



## Membership Update!

Certified Membership:  
2490

Classified Membership:  
798



## Colorado Rockies Community Night

The 4th Annual Douglas County School District Colorado Rockies Community Night will be held on Saturday, May 30 at Coors Field. The game versus the San Diego Padres starts at 6:10 PM. Tickets are \$18 for seating in the lower/mid level of Coors Field (up to a \$38 value) and \$2 of each ticket sold will be donated to the DCEF to directly benefit DCSD schools!

To order tickets contact your local DCSD school or the Douglas County Education Foundation. An additional \$2 per ticket service fee will be applied to all online ticket orders. Tickets ordered online will be seated in the general Douglas County seating area. [webpage](#) and then click "GO".

To read more about the Colorado Rockies Community Night please refer to the Douglas County Education Foundation's website at:

<http://schools.dcsdk12.org/education/dept/dept.php?sectionid=1310>

## DCF Members Attend ER&D National Academy

Jody Papini, Thinking Mathematics trainer and Andy Pippin, Managing Student Behavior for Support Staff trainer, attended a 4-day Educational Research and Dissemination (ER&D) National Trainers' Academy held at Linthicum Heights, Maryland from April 30 through May 3. The Trainers' Academy focus is on planning for the 2009 Summer Institute and 2010 winter Institute both being held at the Maritime Institute. Trainers develop and/or review instructional guides for classes and/or workshops of varying lengths and re-examine the ER&D program in order to support its continued growth.

Newly trained individuals are required to present formally to those trainers already nationally recognized. This process allows AFT the opportunity to build its cadre of national trainers.



Jody Papini, DCF Vice-president, Rob Weil, Director of Educational Issues – AFT, and Andy Pippin, ER&D trainer for MSBSS, take time out for a "photo op" at AFT's National Trainers' Academy.

## It's not just what we do, it's how we do it!



### \* Cooperatively negotiates teachers' salaries

- What we call general compensation
- Work with district in the development of compensation budget

### \* Cooperatively administrates the Performance Pay Contract

- Implementation Team
- Outstanding Teacher
- District Responsibility Pay
- Site Responsibility Pay
- Group Incentive
- Master Teacher
- Skills Blocks

### \* Cooperatively manages the teachers' benefit package

- Insurance Committee
- Sick leave management (sick leave bank)
- All the other leaves specified in the contract (jury, military, bereavement, etc.)

### \* Contract Maintenance

- Grievance procedures
- 21st Century Partnership (A progressive contract wavier program)

### \* Teacher Evaluation Procedures

- Due process
- Complaints against teachers
- Standards for Instruction
- Personnel records

### \* Working Conditions

- School facilities
- Year-round, Multi-track Issues
- Job assignments and equity
- Transfers
- Large class assistance
- Assistance with inclusion
- The professional responsibilities of a teacher
- Non-contact days

### \* Professional Development

- In-service days
- Development of new programs such as Educational Research & Dissemination

### \* Classroom Issues

- Discipline standards
- Books and other educational materials
- Academic standards and their implementation

### \* Help with state and federal legislation

- Testify on educational bills
- Lobby for K-12 funding

### \* Communication with School Board

- Express teacher concerns
- Represent teachers at Board of Education meetings

### \* National & Local Benefits

- \$1,000,000 Liability insurance
- Legal assistance
- Scholarships and conventions
- AFT Plus benefits package

# Save the Date!



**May 18 – May 31**

Open enrollment for benefits. See DCSD website for details.

**May 28**

Last day for teachers –  
Conventional Calendars

