

Negotiations News

A newsletter from the DCTA Bargaining Team – May22, 2008

Comparing the Positions

Major issues still unresolved...

Effective Use of Teacher Time

The district wants flexibility for schools from the provisions of the Master Agreement while continuing to mandate the Denver Plan, pacing guides, assessment protocols, data entry, standards based report cards, professional development and the other activities that take away from your discretion and take time away from instruction.

DCTA Position	DPS Position
Making the SLT a true decision-making body. Note: This is the overarching issue that links time and decision-making.	The administration (principal or instructional superintendent) must be able to make the final decision if a consensus is not reached within the SLT.
Monthly release days or district-wide late start/early release days to provide meaningful blocks of time	More flexibility to the principals (through the SLT) to deal with time concerns if they choose to do so
No new initiatives/mandates until we find a way to perfect and manage existing ones	The administration must be able to make the decisions on professional development, curriculum and technology
Pay for teaching a sixth class	Economic issue – no money available
Lowering the number of minutes of weekly operational and professional time from 120 to 60	Willing to take out the number of minutes and let the principals (through the SLT) decide the use of time
Adding an additional 100 minutes of self-directed planning per week to ensure our before and after school time is not consumed by meetings	Principals (through the SLT) should decide the use of this time

Economics

It is fair to say that the district wants to significantly increase the salaries of teachers. Where we disagree is their heavy reliance on bonuses instead of salary building as the way to get there.

DCTA Position	DPS Position
A Cost of Living Adjustment (COLA)	A COLA equal to the Consumer Price Index

for <u>all teachers</u> that exceeds that of the other metro districts in order to become more competitive. Cherry Creek is the highest at 3.13%	(2.2%) and comparability achieved through bonuses that would apply to some/most but not all teachers. The district uses “average” teacher for all of its calculations
Keep the salary building promise made to teachers in the PDU, CPE and Objective Setting elements of ProComp beyond step 13 and for the remainder of their career	Eliminate most/all salary building and use the money to create very large one-time bonuses. Reduce impact on career earnings and the pension system by not allowing salary building past step 13
New bonuses cannot be at the expense of the salary building elements of ProComp.	Establish new bonuses linked to the School Performance Framework (SPF) and a Master Teacher bonus (selected by the principal)
Look for creative ways to increase starting salaries to compete with neighboring districts	Eliminate most/all salary building and use the money to “front load” the system to attract new teachers using bonuses
Increase the portion of the General Fund that is used for the salaries of all teachers	Use monies from ProComp to fund most of the increases

Note: A full mathematical calculation of how the district’s bonuses would work will be up on the DCTA website www.denverclassroom.org by Tuesday, May 27.

For much more information see the new issue of the SLATE!