

Your Bargaining Team is anticipating that the reduction of 81 positions, along with a multitude of other factors, will have a substantial negative impact for our teachers and our classrooms next fall. Some of the impact your Bargaining Team foresees includes increased class sizes with a resultant increase in daily workload and increased safety and discipline concerns with a resultant increase in parental complaints.

Therefore, as a bargaining team we crafted an initial proposal that would provide immediate and needed workload relief in the following areas:

1. Provide two hours of early student release every Wednesday so Teachers can have more preparation and collaboration time
2. Provide Teachers with additional non-student contact days for grading and progress reports.
3. Protect Teachers by strengthening the Complaint Notification process.
4. Protect teachers from Layoffs by implementing the Retirement/Resignation Incentive.
5. Maintain the current 7.5 hour workday

In direct contrast to your bargaining team's recognition of the increased demands we will see next year, the District delivered an initial proposal full of roll backs in our standard of living and professional capacity.

In Summary, the District is proposing to:

1. INCREASE your workday from 7.5 to 8 hours per day, an increase of 80 more hours per year
2. REQUIRE Progress Reports for every student without providing ANY additional time to create the Reports.
3. For the next 3 YEARS, FREEZE all 431 teachers who are eligible for Step Increases.
4. For the next 3 YEARS, FREEZE Health Insurance caps.
5. For the next 3 YEARS, FREEZE the Salary Schedule
6. REVOKE Teachers ability to get tuition reimbursement prior to taking a class.
7. REVOKE DDEA's option to choose health insurance plans and CONTROL the benefit level by making the plan choices for us.

Your DDEA Bargaining Team members are:

Greg Lind, Chair, HS

Bob Gray, President, HS

Jane Stimson, GP

Jessica Robins, FLMS

Joe Little, HS

Jesse Reschke, OEA Consultant

DDEA Side by Side

Current Initial Proposals June 6th, 2011

Article	DDEA Proposal	DISTRICT Proposal
25: Duration	2 year contract	3 year contract
14: Work day	Maintain 7.5 hour day	8.0 hour day = 80 MORE HOURS A YEAR
14: Work year	192 days	190 days
14: Work year	For State-wide In-service Day, allow teachers to work in their classroom.	Eliminate Statewide In-service Day.
14: Work year	Reduce evening functions to one (1) Back to School Night	No language
14: Prep Time	Maintain current MS/HS prep time → Avg. of 60 min. per day	Reduce MS /HS prep time from 45 min. to ½ period with length of period controlled exclusively by District.
14: Prep Time	Additional 60 minutes of prep for ALL levels with an Early Release	No additional prep time.
14: Prep Time	No prep outside student contact time.	Allow District to unilaterally schedule prep outside student day for all teachers.
14: Prep Time	Make Specialist Prep time equal to all other Elementary Teachers	Maintain the unfair distribution of prep time for Specialists.
14: Grading Days	½ non-student contact day for Progress Reports and 1 full non-student contact day for every grading period.	No language changes proposed.
14: Midterm Language	Maintain current language of "C" and lower grades for Progress Reports	Require teachers to provide progress reports for all students.
21: Insurance	Insurance increase of 8% per year which would match 2011-12 increase.	Insurance Freeze for 3 years.
21: Insurance	Maintain current language where DDEA chooses plans and benefit level.	Revoke DDEA control over plan choice by allowing District to unilaterally select plans.

9: Probationary Teachers	Maintain current practice that Plans of Assistance are offered for anyone needing help.	Allow District to refuse to offer Plans of Assistance (which leads to Non-renewal).
12: Reduction in Force	Collaborate with District to create Incentives for Retirement and Resignations as first step before Lay offs	No language changes proposed.
12: Reduction in Force	Increase Recall List from 27 to 39 months	No language changes proposed.
9: Complaint Notification	• If a complainant will not meet with Teacher, the complaint is waived.	A complainant is encouraged to meet, but not a requirement.
Complaint Notification	The District shall not process any anonymous complaints.	No language changes proposed.
Extra Duty	Maintain current MS extracurricular activities.	Eliminate ALL Middle School extracurricular pay.