

FAQs on 2012-2016

Proposed Collective Bargaining Agreement

1. **Q:** Why are we being asked to turn the “Edict” into a contract?
A: Once the new Emergency Manager Law takes effect, he has no duty to bargain. If we do not have a contract, the EM can do whatever whenever and we will have no basis for a legal challenge. Having nothing leaves us at the mercy of the EM.

2. **Q:** What happens if the Emergency Manager breaks this contract?
A: With a signed collective bargaining agreement in place, we can take him to court and win. We already sued the EM over a breached contract and won a 2.5% return of your pay. Without a contract he can legally change the terms of employment without negotiating with the Union.

3. **Q:** Why a four year contract? Isn't the EM law only for 18 months?
A: This year is almost over, therefore we secured three additional years. After 18 months if a financial emergency still exists, the school board will have the option to select another emergency manager, go to mediation, or file for bankruptcy. If the school board elects to have another EM and we don't have a contract, that EM may decide to make additional cuts to our wages and benefits.

4. **Q:** Will I be paid for my sick days upon retirement?
A: Yes, if you notify DPS by May 1 each year of the contract and retire July 1 or August 1 of that school year.

5. **Q:** How much will my sick days be worth upon retirement?
A: There is a formula in place that allows for a maximum payment of \$12,500 this year and smaller amounts in the following years. The actual amount paid depends on the number of sick days in your bank.

6. **Q:** Will there be changes to my wages?
A: There will be a wage re-opener in 2014-15 and 2015-16. Also, in addition to the current salary and wages being maintained, there will be possibilities of bonuses in each year of the contract depending on a formula based on the district's financial condition.

7. **Q:** What about the elementary prep?

A: Beginning in the 2014-15 school year, elementary teachers will receive three preps within the school day.

8. **Q:** Are there changes to the two-hour Wednesday staff meetings?

A: Yes, the first hour will be used for school improvement/common prep and the second hour will be used for teacher meeting.

9. **Q:** Will DPS continue to pay back TIP?

A: Yes.

10. **Q:** Will arbitration awards now be binding on DPS and the DFT?

A: Yes. Without ratifying this contract we will no longer have binding arbitration.

11. **Q:** How will requests for transfers change?

A: A request during the open transfer period will be confidential. It is contingent upon the receiving principal's acceptance.

12. **Q:** Will there be new progress reports that teachers will have to prepare?

A: You will be required to complete at least one progress report prior to each card marking that can be generated from the district's electronic gradebook.

13. **Q:** Will my health benefits change?

A: There will be a re-opener for health, dental and optical insurance benefits for fiscal years 2014-15 and 2015-16.

14. **Q:** Will the district offer free voluntary professional development (PD) that will count toward my continuing certification?

A: Yes, the district will offer three Wednesdays per school year where teachers will be released following student dismissal to attend PD sessions where "State Continuing Education Clock Hours" (SCECHs) are offered. These count toward maintaining your certification. The principal shall release you upon request.

15. **Q:** Will I be able to continue paying union dues through payroll deduction?

A: Yes, unless there is a court ruling that mandates otherwise.