

Board File: H

The District assists parents in fulfilling their responsibilities by providing a quality education program to the students of the District. The employees covered under the collective bargaining units are an integral part of fulfilling the District's mission. The District has determined that quality services for the community are best achieved through dialogue between the District and the employees and collaboration among them on matters of mutual concern and interest. The parties embrace their Agreements as providing a fair and workable framework for the analysis and resolution of problems and concerns that may arise or be identified.

Using the "Interest Based Bargaining" process, Douglas County School District negotiates with its three Unions on an annual basis. Representatives are selected by both bargaining teams to serve beginning usually in September through mid-May of each year – depending on the number of issues needing to be resolved. Believing in a "Living Contract" concept, negotiations can begin as early as mid-September of each School Year to add, revise or update contract language. Where issues can be implemented within reason, both the District and the Unions will agree to an implementation date rather than waiting for their Contracts to be ratified by their respective memberships in late Spring of the same School Year.

Employees are represented by their specific Union as follows:

- Licensed Teachers – Douglas County Federation of Teachers [DCFT]
- Bus Drivers and Mechanics – Amalgamated Transit Union [ATU]
- Classified – Douglas County Federation of Classified Employees [DCFCE under the umbrella of the DCFT]

The Unions and the District are very proud of the partnership we have with each other, striving to treat all employees fairly and providing competitive salaries as compared to other similar school districts; i.e., demographics, number of students, funding capabilities, etc.

There is a grievance process for employees to utilize where they believe their issues have not been resolved to their satisfaction. This process should be used after discussing those issues first with their immediate supervisor. Employees should review their specific Master Agreements for more information.