Draft for 1st Reading: November 10, 2026

Board File: H

The District assists parents in fulfilling their responsibilities by providing a quality education program to the students of the District. In doing so, all District employees have a role in creating and supporting a safe and successful learning community for the District's students to excel. In particular, the ~~The~~ employees ~~covered under~~ included in the District's ~~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, which may take place in various formats, such as written contracts, informal meet and confer processes, and participation on various committees. When there is a written agreement in place, the ~~The~~ parties embrace them ~~their Agreements~~ as providing a fair and workable framework for the analysis and resolution of problems and concerns that may arise or be identified.

The District understands that the approach to the negotiations process may vary depending upon a number of circumstances. In general, the District appreciates using ~~Using~~ the "Interest Based Bargaining" process, ~~Douglas County School District~~ ~~negotiates~~ ~~with its three Unions~~ for negotiating 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,~~ and 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 Union(s) will agree to an implementation date (which still must be ratified and approved by the parties) rather than waiting for their full Contract(s) to be ratified by their respective memberships in late Spring of the same School Year.

Employees are represented by their specific Union bargaining units 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]

Being included and recognized in a Union as a bargaining unit does not automatically qualify the Union to negotiate with the District or to have a written contract with the District. Unless a current written agreement exists, no recognition as an exclusive bargaining agent is conferred in this policy. Additionally, the types of contracts the Board determines to enter into may vary from one bargaining unit to another.

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

First Reading

their immediate supervisor. Employees should review their specific Master Agreements for more information. Where there is no Contract provision, then grievances may be made through the complaint procedures here: https://www.dcsd.net/connect/file-a-complaint.

Additional procedures and parameters for the negotiations processes are set forth in various Board resolutions.

Revised and Adopted: _____, 2026.

Cross-reference Resolution(s) XXXX

First Reading