

Meet & Confer Recap:

1/8 Public Negotiation #4

AT THE TABLE for the Schools Our Students Deserve



This session ([watch here](#)) started off rough. At the end of the school safety discussion, Dr. Lewis accused us, and our [proposals](#), of not being student-centered or addressing school safety. But we know that our working conditions are our students' learning (and safety) conditions. Staff turnover is a safety issue.

Overcrowded buses and the lack of monitors is a safety issue. Protecting students from ICE is a safety issue.

Ignoring these issues, and not making movement on our proposals to address them, is a safety issue.



After that insulting beginning, we did make some forward progress. Re: **budget transparency**, DPS leadership committed to:

- posting financial documents on DPS website, including salary schedules, audit, and quarterly budget vs actuals
- slowing down an artificially accelerated budget calendar to allow time for worker input on Superintendent's budget proposal
- bringing a counter-proposal regarding publicly posting additional financial documents

DPS leadership also committed to:

- bringing cost projections for classified salary schedules with a \$19.22/hour starting minimum wage and 1% and 2% step increases, **excluding admin raises**, by Jan 15th
- working on a joint proposal for implementing anti-bullying training
- directing principals to get ALL DPS workers trained on ICE protocols in the next month

However, we are frustrated by the following:

- **The district initially implied that non-instructional staff, like custodians, don't interact with students** and therefore don't need training on how to protect students from ICE and bullying.
- **District admin claimed they cannot take responsibility on whether principals follow through on directives** (ex: implementing ICE training).

- **Admin still has not answered questions about classified pay**, which limits our ability to have informed input into the superintendent's budget.
- **The Superintendent has only published 3 bullet points as his budget priorities** and is using this as a basis to solicit feedback from community and workers. This not an effective way to get real input.

DPS workers, parents, and community members are aligned on what our schools need.

So, mark your calendar for our fifth Meet & Confer Negotiation: **Thursday 1/22/2026, 5:45-8:00 pm negotiation at the Staff Development Center** (RSVP [here](#)). Child watch and Spanish-English interpretation will be provided.

- New topic we plan to discuss: **addressing the transportation crisis**
- Continued discussion: **collective grievance policy, budget transparency**, other previous meeting topics