



DCTA Slate

September 26, 2017

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New Contract Highlight

Wage Increases Coming in September 30 Paycheck

As you know, the recently ratified DCTA Master Agreement includes a financial agreement with wage increases for all teachers. These increases will be in the September 30 paycheck! Here's the breakdown so that you know what to look for:

1. All DCTA Bargaining Unit Members will receive a \$1400 increase to her/his base rate of pay. The September paycheck will include 1/12 (\$116.67) of that amount since the increase is spread out throughout the year.
2. All DCTA Bargaining Unit Members who are in a Title 1 school but do not currently receive the Hard-to-Serve ProComp Incentive will receive a Title 1 Stipend of \$1500. This includes those employees still on the traditional salary scale. Again, the September paycheck will include 1/12 (\$125) of that amount since the increase is spread out throughout the year.
3. All DCTA Bargaining Unit Members who are on ProComp will see all incentives and base building items from ProComp increase by 3.5%.
4. DCTA Bargaining Unit Members on the traditional scale will receive all steps, lanes, and longevity in accordance with Article 31.

It's also important to note that all of these increases are pensionable. Please check your September 30 paycheck to make sure that you received all of the increases that are owed to you. If you believe that there is an error, please contact us ASAP.

DCTA Bargaining Team Formally Requests Bargaining Dates for ProComp The ProComp Agreement expires in **97 days on December 31!**

Last week, your DCTA Bargaining Team sent a letter to the DPS Bargaining Team requesting to schedule dates for ProComp negotiations. ProComp expires on December 31, 2017 and it's imperative that we start these talks as soon as possible. These meetings will be open to the public and all are encouraged to attend. Once we have dates, we will let you know!

[Read the ProComp Agreement here.](#)

REMINDER

*The March
scheduled for this
evening was
cancelled.*

Enforcing the Contract

Our Master Agreement has a lot of new, important provisions that build on the foundation of an already strong contract, but that language is only as strong as the members who enforce it. If any part of the contract is violated in your school, you have the right to file a grievance.

A grievance is simply the mechanism outlined in our contract to make sure that DPS follows the terms we've all agreed to. The first step of the grievance process is something that most members do any time they have a problem at work: meet with your principal and immediate supervisor, with a representative present, if you choose. Just let them know that that meeting is a "level 1 meeting". If the two of you don't come to an acceptable solution, contact your Uniserv Director ([Kate Martin](#), [Jesus Altamirano](#), [Darnell Tingle](#)) for the next steps.

Solving contract violations can be very easy, but it requires you as a member to speak up.



Text @dctapol to 81010 to receive political updates

Board of Education Meeting This Thursday, September 28

DPS Board of Education meets this Thursday from 4:30 pm—7:30 pm at 1860 Lincoln Street. [Click here](#) to see the agenda.

Is there something you want to tell the Denver Board of Education? If so, be sure you understand the requirements to speak to the board. You cannot just "show up." Here's what you do:

Regular board meetings followed by public comment are the third Thursday of the month unless that falls on a holiday. (For example, this month the meeting is September 28 since the Jewish holiday Rosh Hashanah was last week). No meeting is held in July. Public comment generally begins at 5pm.

You must sign up to speak 24 hours in advance of the regular meeting. (5pm the day before the board meeting.)

[Click here to sign up online.](#) You can find this link on the DPS Board of Education website board.dpsk12.org. Click on "Access Boarddocs Here". Select the board meeting in the Meetings section. Click on "View Agenda". Scroll to the bottom of the page and "Click here to register for Public Comment".

You can also sign up to speak by calling 720-423-3210 or emailing [Ramona Lewis](#).

Each speaker has ONLY three minutes to speak.

Groups of 4 or more people have a total of 10 minutes.

No one speaker in the group can speak for more than 3 minutes.

Only the person who signed up is allowed to speak – no substitutes.

Board members will not respond to you.

**Don't wait to deal with LEAP issues!
Resolve them ASAP!**

Concerned about your evaluation? LEAP has a major impact on your career. Not sure it was fair or procedures were followed correctly? Don't wait. Take action immediately. Contact the LEAP team with your concerns and copy DCTA so that we can support you. LEAP is now grievable and there are other ways to address issues as well. But if you wait until the end of the year to voice your concerns, it will be too late for many of the remedies.



CEA's Online Learning Platform—COpilot

COpilot is a convenient and flexible online learning platform that supports educators by expanding your learning opportunities. It features dozens of courses and thousands of lesson plan resources taught and designed by CEA members. All courses can qualify for graduate credit, license renewal hours, and district credit and emphasize implementation of content in the classroom. Learn more about COpilot [online](#) including [FAQs](#).

[Click here](#) to watch a Copilot promotional video.

DCTA would like to congratulate our long time Federal Mediator, Dennis Dougherty. Dennis was just chosen the new Executive Director of the Colorado AFL-CIO. He has moved from a position of "neutrality" as a mediator to a labor advocate. Welcome aboard Dennis! We can't wait to work together to strengthen worker rights in Colorado.

School Visits

Last week: We spent time at Castro, Centennial, Collegiate Prep, Contemporary Learning Academy, Denver Discovery, DCIS Baker, Doull, Florida Pitt Waller, Force, Isabella Bird, Noel Community Arts, Montclair, Swigert, Teller, Trevista, and Valdez.

This week: We will be visiting Bear Valley, Eagleton, Garden Place, Hallett Academy, JFK, Munroe, North, Northfield, Oakland, Steadman, Steck, Stephen Knight, and Swansea.

If you have not had your DCTA Back to School meeting yet, email your Uniserv Director—[Darnell Tingle](#), [Jesus Altamirano](#), or [Kate Martin](#) to schedule one.

Regional “Open Houses”

We are hosting regional open houses to make it more convenient for educators to remain up to date on everything happening with DCTA. All members and non-members are welcome to attend. Drop in to an open house near you to receive current information about your new contract, upcoming ProComp negotiations, the School Board Elections, etcetera from a Uniserv Director. Appetizers will be served.

Tomorrow’s open house will be the last one this month with an NEA Member Benefits Specialist. She will discuss ways to take advantage of the various discounts available to all Union members, including \$500 to use towards a vacation this upcoming summer!

At-Large – All Regions Welcome:

Wednesday, September 27, 3:45—6:00 pm
[DCTA Office/CEA Building \(1500 Grant St.\)](#)

Central (Includes Northwest & those around Downtown):

Wednesday, October 4, 3:45—6:00 pm
[DCTA Office/CEA Building \(1500 Grant St.\)](#)

Northeast:

Wednesday, October 11, 3:45—6:00 pm
[GVR Beer Garden \(4995 Argonne St.\)](#)

Southwest:

Wednesday, October 18, 3:45—6:00 pm
[Café Chihuahua \(2250 S Federal Blvd\)](#)

Rise Up Monthly Committee Meeting



Tuesday, October 3, 5:30pm, [Colorado Education Association/DCTA building](#), 1500 Grant St.
[Click here to RSVP.](#) All members are welcome to attend.

Rise Up is a diverse and active group of early career educators providing practical and emotional supports. We are active, social justice-oriented educators working to engage and empower others in advocating for our students and communities! Come join teachers from across the district and

let’s work together to be the change we want to see for our students!

ASIST

Applied
Suicide Intervention
Skills Training

Would you like to earn 15 hours of recertification credit?

**ASIST Suicide Prevention Training,
Friday & Saturday, Nov. 10 & 11**

ASIST is an Evidence-Based Practice designed to teach professionals and non-professionals alike how to recognize suicide risk and what to say and do to keep the person safe until the next level of help can become involved. The \$60 registration fee (payable to DCTA) includes 2-day interactive training, all participants' materials, a certificate of completion, as well as continental breakfasts and lunches both days. [RSVP here](#).

ASIST is the world's leading suicide intervention workshop. It is a scientifically proven intervention model where participants learn to intervene and help prevent the immediate risk of suicide. Many of your colleagues have already taken this training and carried out life-saving interventions. It has saved and changed hundreds of thousands of lives around the world!



Show your Union pride! Wear your DCTA t-shirt on Tuesdays. Don't have a DCTA t-shirt? Let your Rep know or [email the DCTA office](#).

Our Students.

Our Profession.

Our Careers.