

Ursetta, Angelina [CO]

From: DCTA <DCTA@coloradoea.org>
Sent: Tuesday, May 25, 2021 1:20 PM
To: Ursetta, Angelina [CO]
Subject: DCTA Slate 5/25 - Thank you Tiffany!



Thank you, Tiffany

We'd like to thank Tiffany Choi for her two years of hard work, dedication and contributions to our union as our President. Despite the challenges of the pandemic during her presidency, she has fought tirelessly for racial and social justice in our communities while also fighting for the learning and working conditions of students and educators. We wish Tiffany well in her future endeavors and hope that her strong voice and advocacy continues!

SSP Action Required ASAP: Work Grievance

Members of the DCTA SSP committee are filing a grievance addressing workload demands outside of contract hours. If you are an SSP and interested in signing onto the grievance, [please fill out this survey](#) **ASAP**.

Sign the Student-led Climate Change Petition!

A group of students from across the district have been working to create a resolution asking the district to address the climate crisis we currently face. They are looking to gain support from DPS affiliated organizations and DCTA has decided to support this student mission!

They are asking the Board of Education to:

- Use 100% clean electricity by 2030 in accordance with Denver's 100% Renewable Electricity Action Plan
- Reduce overall greenhouse gas emissions by at least 90% of the levels of district-wide greenhouse gas emissions that existed in 2005 by 2050, in line with Colorado's Climate Action Plan
- Prioritize sustainability actions in schools and communities facing greater inequity and/or environmental injustice
- Make sustainability a core value of the district and consider sustainability when making decisions.

[Please sign this petition in support of their resolution!](#)

LEAP Collaboration Committee

The LEAP Collaboration Committee is currently asking educators to share their stories about the professionalism indicators in the LEAP process. We are looking for both positive feedback, as well as constructive suggestions! Please contact Kris Bethscheider at miskrisdcta@gmail.com.

Did You Receive A Less Than Effective Rating?

Appeal your Loss of Non-Probationary Status: Under current Colorado law, any non-probationary teacher who receives two consecutive years of less than effective ratings (approaching or not meeting) is at risk of losing their non-probationary status. If you received a less than effective rating the year before last, (because last year was a hold harmless year) and received a less than effective rating this year, you risk losing your non-probationary status. Please contact DCTA immediately for advice on how to appeal this rating. If you fail to act, you will become a probationary teacher in the fall and may be non-renewed next spring.

Begin Redress Process: If you received a less than effective rating this year and were put in a "decision box," and given the lower score by your evaluator, you need to act immediately.

Please [contact DCTA](#) for advice on the redress process as soon as you receive your End-of-Year Ratings

What to Do if You are told you are Being Non-Renewed?

Please contact your [UniServ Director](#) and make them aware of the situation as soon as possible. Immediately request letters of recommendation from supportive district administrators and colleagues. Do not wait for board action to take this step. Obtain these letters immediately and do not wait until the end of the school year.

The district may pressure you to resign "voluntarily" rather than face non-renewal by asserting that a resignation will look better to prospective employers on their resumes. We advise teachers to reject the "voluntary resignation" offer in these situations because the act of resigning may make you ineligible for unemployment compensation and may also affect your future teaching license renewal. Prospective new employers understand lay-offs, while employment applications will ask you if you resigned in lieu of a non-renewal.

We recommend you apply for unemployment the day after the last day of school, as summer pay is for work already performed and you are essentially "laid off." **If your unemployment benefit is denied, contact DCTA immediately so we can appeal the decision within 20 calendar days from the date the denial was mailed.**

It is important to maintain your CEA/NEA membership in case we need to seek legal help for you. If you feel that the evaluation process was violated, contact DCTA immediately; however, this will not affect the non-renewal, but can change your evaluation as you seek other employment.

Lastly, if you choose to resign. You must provide 30 calendar days' notice (30 days before the next academic year resumes) or risk losing up to a month's pay. Only probationary teachers can be non-renewed. **If you are a non-probationary teacher and you have been told you are being non-renewed you must contact DCTA!**



Retiring Member Highlight - Leonard Fox

This week we'd like to shout out retiring DCTA member and former President of DCTA, Leonard Fox for his years of dedication to our union and students. Leonard led us through the strike that gave us the right to a 40 hour work week and duty free lunch! His advocacy has allowed us to accomplish so much since 1994.

"Thanks to retiring art teacher Leonard Fox for his commitment to educators in Denver, and across the country. Leonard served as our fearless DCTA President during the strike in 1994 and fought for so many rights including our 45 minute duty free lunch! He advocated for DCTA to have a seat at the table in decision making. Leonard was the well deserved recipient of the CEA Lion Award for his tireless advocacy.

Leonard has empowered so many educators throughout his career through advocacy and example. He was well loved throughout our NEA family, and known for his strength in other locals. He worked collaboratively with "Uncle Lou" from Michigan, and many other urban leaders through the National Council for Urban Education Associations. He worked to empower teachers of color, and was active in building the Ethnic Minority Advisory Council in both DCTA and CEA. He was always looking for new leaders and finding ways to engage members.

We stand on the shoulders of giants. Mr. President, we are eternally grateful for your impact on teachers and students in Denver! Congratulations!"

- Kim Manning Ursetta

Thank you Retiring Members

Every year, we have dedicated members who begin a new chapter of their life and retire from DPS. We would like to thank **Judith Kelley, Janna Railsback, Renee Levy, Therese Hester, Jacquelyn Hudson-Raila, Malina Bakken, Martha Redd, Sharon Baxter, Anne Weaver, Leonard Fox, Lynn King, Barbara McCarthy, Debra Hampton, Karen McDermott, Betsey Sturges, Barbara Vonlondon, Susana Campos Delaluz, Bobbi**

Walter, Linda Weiss, Stephen Weiss, Takaaki Masumoto, Kerry Santambrogio, Charles Schley, Jody Richards, Thomas Nicolas, Julianne Rager, Aurora Venhuizen, Ann Franco, Dana Jackett, Andra Davis, Cheri Hanna, Nelson Vore, Jean Svedman, Cathy Warden, Lynn Knowles, Wherda Utsey, Shawn Feldman, Christine Gibb, Gail Axt, John Girardeau, Kathleen Clark, Candis Hitchcock, Debra Tidd, Patricia Paul, Susan Nelson, Michelle Gallardo, Julianne Thon, Barbara Martin, Linda Engelhart, Mary Garrett, Monique Gonzales and Jean Howe for their years of service to our students and to our union!

Last Slate of the 20-21 School Year

This week's slate is the final one for the 20-2021 school year. We will resume sending the Slate the week prior to the start of school. Have a wonderful summer, you deserve it!



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