



## Bargaining Updates - What's Happening?

Over the past couple of months we have been engaged in the bargaining process. For a majority of these sessions we have been doing interest based bargaining, which means our members have been sharing examples of the challenges they are enduring and how those challenges impact instruction. Our next interest based bargaining session is on June 1. During that time we will discuss SLT, professional standards, performance evaluations, compensation and benefits

Most of us are familiar with the traditional bargaining method, in which we exchange written proposals for contract language. Tomorrow, May 18 we will engage in traditional bargaining for JROTC instructors, CTE Instructors and Innovation Procedures. Another traditional bargaining session is scheduled for May 25 where we will cover an MOU for CTE Instructors and Equity.

We are in the early phases of bargaining and our success hinges on the district's perception of our membership's engagement. We encourage members to organize their schools into rotations so there will always be a healthy representation at the table. **See bargaining dates & info below!**

## DCTA Bargaining TOMORROW Starting at 5 p.m.

The bargaining team is headed back to the table tomorrow, May 18 from 5-8:30 p.m. at the DPS Emily Griffith Campus. Parking will be free to anybody who attends and pizza will be provided.

Bargaining Topics for 5/18:

- JROTC
- MOU for CTE Instructors
- Innovation Voting Procedures

If you cannot join in in-person, tune in virtually: <https://vimeo.com/event/561744>

**Future Bargaining Dates:**

- Wednesday, **May 25th**, Emily Griffith Campus (1860 Lincoln St, Denver, CO 80203) Multi-Purpose Room, 5:00 p.m. – 8:30 p.m.
  - Traditional Bargaining (exchanging proposals)
  - Bargaining Topics: Possible Portfolio Memo Innovation MOU and MSLA
- Wednesday, **June 1st**, Acoma Campus (1617 S Acoma St, Denver, CO 80223) Multi-Purpose Room, 12:00 p.m. – 8:30 p.m.
  - Interest Based Bargaining (telling the stories around Article 8: Educator time)
  - Bargaining Topics: SLT, professional standards, performance evaluations, compensation and benefits

## California Casualty Promotions

Apply to receive **\$250.00** for your school.



California Casualty's Music & Arts Grant program is back and will award \$250 grants for music and arts programs. [Quick Entry Link!](#) Click the link for this very popular association member benefit!

### Win a \$25 Gift Card by Requesting a Free Quote!

California Casualty is the exclusive home and auto company for member benefits. If you request and receive a new auto rate comparison quote on Jolie's personal page, they will send you a \$25 gift card. [Click Here](#) for your quote. The quote request takes 1 minute and the quote will come in the next day or so and will take an additional 10 minutes.

## CEA Ambassador Fellowship Program

The Colorado Education Association (CEA) Ambassador Fellowship enables outstanding educators (teachers and education support professionals) to expand their knowledge and ability to influence education policy and professional practice. CEA Fellows are at the forefront of modeling excellence in education at the local, state, and national levels. Through the CEA Ambassador Fellowship, educator voices are amplified on issues that influence public education.

[Apply/learn more here >>](#)

## Need Teaching/Instructional Support?

Please join us Thursdays from 5:30-6:30pm as Early Career Learning Labs hosts a weekly meeting to help meet the needs of our DCTA educators. If you encounter anything during the week that needs support or collaboration, please join us during our Thursday Zoom using the link below! Anything from union questions, to goal writing, content support, and beyond! Educators of any kind and any years of experience are welcome.

Zoom Link: <https://zoom.us/j/95032195452>  
Email [katthegreat1313@gmail.com](mailto:katthegreat1313@gmail.com) with questions!

## What to do if you are being non-renewed?

[Contact your UniServ Director.](#) 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. Contact DCTA if you are a non-probationary teacher and you have been told you are being non-renewed.

## Order Free COVID Tests Now!

The federal government is offering another round of free COVID tests. In this round, the U.S. Postal Service will deliver eight free rapid antigen tests to any household in the U.S. that wants them. With the rise of COVID cases and hospitalizations, we encourage you to order additional tests for your household.

[Order tests here >>](#)



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