



Bargaining Location Change 8/31/22

Please be aware that tomorrow's bargaining location has changed. Join us for our final bargaining session from 9 AM - midnight on August 31st on the 14th floor of the DPS Emily Griffith Campus (1860 Lincoln Street).

Bargaining Update

The DCTA bargaining team negotiated with the district for three days last week. Conversations were centered around evaluations, educator voice, class sizes, caseloads, workloads, compensation and grievance procedure. Some contract articles were discussed through the interest based bargaining process however, our team determined that a traditional approach to bargaining is needed moving forward. This is mostly due to the DPS bargaining team's positional nature.

We have made progress throughout negotiations, especially around LEAP evaluations and equity. There are also several challenges that we need to continue working through. Unfortunately, many of the district's current proposals fall short of meeting students and educators' immediate needs.

Here are some of the proposals we will continue to address and work through during tomorrow's bargaining session:

- We are proposing a A \$55,000 starting educator salary with a 12% COLA with step and lane increases. DPS countered this with a 3.5% COLA plus step and lane increases.
- We are additionally requesting that the district provide educators with salary step and lane increases that we have both agreed on. The bargaining team reminded the district of the challenges we are experiencing with overall rising costs.
- Adopting Educational Sign Language Interpreters, all Career and Technical Educators and Associate Teachers under the DCTA salary schedule. These individuals are often paid less than Teachers and SSPs.
- We want to ensure that educators continue to have access to extra duty compensation, especially as we continue to utilize contingency plans due to understaffing. Extra duty compensation should be paid at the average hourly educator rate, which is \$50 per hour. The district continues to try and limit our access to extra duty compensation.
- We are asking to set goals to reduce class size and caseload caps.
 - Class size caps of 20-24 students for K-3, 20-25 students for 4th and 5th grade, 20-25 students for middle school, 25 students for high school and 25 students for core class teachers. We are hopeful that DPS will commit to our class size cap proposal given that they are currently publicizing a 1:14 average class size in their recruiting efforts.
 - Currently, there are no caseload caps for SSPs or special education teachers,
- We are asking for increased minutes for educators' uninterrupted planning time. DPS wants to reduce the minimums of self-directed planning time minutes that educators are currently contractually obligated to. This has a significant impact on non-core subjects like art, physical education and music.
- We believe that open positions within newly consolidated schools should be guaranteed positions for the employees of the identified schools for consolidation. This is in alignment with community members who gave their recommendations on school consolidation criteria to the school board. However, the district would like to treat consolidated schools as school closures.
- We proposed doubling our benefit credit. DPS wants to remove the benefit credit for those who opt out of district health insurance (this affects 1,100 educators).

Our contract expires **TOMORROW, August 31st. Please be aware that we are scheduled to bargain tomorrow; however, the location has changed.** Please join us for our final bargaining session from 9 AM - midnight on August 31st on the 14th floor of the DPS Emily Griffith Campus (1860 Lincoln Street).

During this time we will engage in traditional bargaining and tackle several portions of the contract. We are expected to have many conversations including conversations around workload, class size, caseloads, benefits, school consolidations, benefits, COLA, compensation and salary schedule placement.

Our union's strength is in our numbers and that is why your presence at bargaining is essential! Show your solidarity by joining us in-person. You can also watch bargaining during the school day by watching the livestream at: <https://vimeo.com/event/561744>.

Ways to take action and show solidarity with the bargaining team:

- **Join us for in-person bargaining on August 31st** - This is our biggest ask. The DCTA bargaining team is appreciative of any time you can commit → [RSVP HERE](#)
- **Play the bargaining livestream on your computer throughout the day/evening** - Our union's strength is in our numbers and the district pays attention to the online viewership numbers. Livestream link: www.vimeo.com/event/561744.
- **WEAR RED TO WORK ON WEDNESDAY** - Wear red to work on Wednesday, August 31st! [Send us your photos](#) and we will share them on social media!
- **Download the Telegram app** - We are utilizing the telegram app to communicate bargaining updates and to share relevant stories that pertain to negotiations. If you'd like to join the telegram groups please download the app first and then visit the links below:
 - Bargaining Update Group - <https://t.me/+zfrmQ0hvoOw2YzIz>
 - Member Voice Group - <https://t.me/+ukJeRHU3R-M5YzFj>
- **Have a "walk in"** with your faculty on Wednesday before school to show the district that a strong contract makes strong schools. #strongcontract4strongschools
- **Change your profile picture on social media** - [Download photo here](#)
 - Caption suggestion: In your own words, explain why bargaining is important to you!
 - Use hashtags: #StrongContractStrongSchools #DCTAStrong #edcolo

UniServ Director Assignments

As many are aware, the Denver UniServ Unit has hired three new UniServ Directors to support educators throughout the city. We are also excited to announce that Kate Martin will be taking on a Lead UniServ Director role within the unit. Because of the new staffing/role changes, UniServ Director's school and department assignments may have also changed. Please [click here](#) to see which UniServ Director is assigned to your school or department.

Were you a Non-Probationary teacher in another US public school district last year or were you non-probationary in DPS before moving to a DPS innovation school? Transfer your Non-Probationary Status now!

Why is having non-probationary status important?

State law says Probationary teachers can be non-renewed (laid off), for no reason as long as it is not illegal (such as discrimination). If a Probationary Teacher's job is cut, the district owes them no help in finding another position. A Non-Probationary teacher in good standing can only lose their position because the school had to reduce positions – not just because administration would prefer someone else. The district owes a Non-Probationary teacher a 12 month placement if he/she is unable to find a new position on his/her own. Probationary teachers must get three consecutive years of effective ratings and return to the same district for the 4th year in order to gain non-probationary status.

Innovation Schools

Even if you've accepted a job at an innovation school, you should port your Non-Probationary Status. Some innovation schools recognize Non-Probationary Status, some do not. However, even if your school doesn't recognize your status, the district will put a hold on your Non-Probationary Status in the event you transfer jobs to a traditional DPS school at which it *will* be recognized. We are currently waiting to hear how the district will update records.

Questions: Call the DCTA Hotline for advice 303-243-5221

Apply for Tuition Assistance through the Teacher Education Fund (TEF)

The Teacher Education Fund is a trust fund that has been established through the negotiated Agreement between the Denver Classroom Teachers Association and Denver Public Schools. Educators can apply for up to \$500 to assist in the payment of tuition for courses that will provide college or university credit or other professional development offerings. Applications are accepted throughout the year in Fall, Spring and Summer. **Fall applications are due by THURSDAY September 1st.** [See guidelines.](#)

[Apply here >>](#)

Has your department or school held their DCTA Association Representative election for this year?

Per DCTA Bylaws, schools and departments should hold a yearly Association Representative Election. Some educators choose to hold elections at the end of the school year, while others choose to hold elections at the beginning of the year. However, an annual election must happen! If you need support with facilitating rep elections, please [contact your UniServ Director!](#)

Need an SLT/DLT training?

If your school or department needs an SLT/DLT training, we are happy to support you! Please [contact your UniServ Director](#) for help.

Know Your Contract - Consideration Groups

This is your reminder that consideration groups should be chosen within the first three weeks of school. This is extremely important, especially as we approach potential RIBs. Please reach out to your admin to request a timeline on the consideration group paperwork.

Contract language about consideration groups:

13-10-2 Following a determination of staffing needs including all attrition (resignations, retirements, teacher declaration of vacancies, and employees returning from leave) and declaration of consideration group, the Personnel Committee shall establish the group of teachers to be considered for reduction. The determination of staffing needs should include identification of all teachers who would volunteer to vacate a position.

13-10-3 The consideration group may be a grade level, department or specialty area. The consideration group shall be defined as narrowly as possible based on program needs. The Personnel Committee shall notify the affected consideration group as soon as possible. Teachers will not be required to re-interview for their positions if they are not in an affected consideration group.

13-10-3-1 For the purpose of establishing consideration groups, teachers serving in more than one department, grade level or ELA/specialty area shall annually declare the department, grade level or ELA/specialty area in which they choose to be considered no later than the completion of the third week of school.

13-10-3-2 Each teacher may reside in only one consideration group.

13-10-3-3 Excluding job share teachers, contract teachers who are assigned to a school less than full-time, shall be accorded the same transfer rights as other teachers in the consideration group.

DCTA is Turning 100

DCTA is turning 100 years old in January 2023! The DCTA Board of Directors has formed a work group to plan how we want to celebrate this occasion and are looking for Association Representatives from each sector to support this work. We're just getting started and want to plan the best celebration to commemorate the work of DCTA. Reach out to Tim Brown (Timothy.Brown.CEA@gmail.com) to join the work group or with any inquiries!

Rep Council Tonight

We will hold our first Rep Council meeting next TONIGHT, August 30th from 5:15. If you are a rep who needs the agenda and zoom link, please contact your UniServ Director.

Celebrating Labor Day this Weekend

This Labor Day weekend, we hope that you will take some time to remember why we have a long weekend. As a union member you are a part of the history that created weekends and the 40 hour work week. You are also a part of the collective voice who strengthens our working conditions, which are our student's learning conditions. Let's continue to fight for workplaces that support our profession. Happy Labor Day!



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