



# DCTA Slate

## Celebrating National Hispanic Heritage Month



Happy National Hispanic Heritage Month! May we celebrate the contributions of Hispanic people and culture not only this month but every month. To help celebrate and educate about these contributions in the classroom, NEA offers a list of resources.

[Find Resources Here >>](#)

## Tentative Agreement Sessions Next Week

As many are aware, the DCTA bargaining team and the district reached a Tentative Agreement (TA) on our contract on September 1st. Members should receive a redlined copy of the TA later this week. Soon members will have the opportunity to review the Tentative Agreement and identify any questions about the TA. The DCTA bargaining team and staff will host five Q&A/TA information sessions to help address any questions. Food will be provided at the in-person info sessions.

See session information below:

- **Monday, September 26, 2022** - Denver South High School cafeteria (1700 E Louisiana Ave, Denver, CO 80210) from 4:30-6 p.m.
- **Tuesday, September 27, 2022** - Far Northeast (location TBD) from 4:30-6 p.m.
- **Wednesday, September 28, 2022** - Denver North High School (2960 Speer Blvd, Denver, CO 80211) from 4:30-6 p.m.
- **Thursday, September 29, 2022** - [Virtual](#) from 4:30-6 p.m.
- **Friday, September 30, 2022** - [Virtual](#) 4:30-6 p.m.

[RSVP Here >>](#)

# Contract Ratification Voting Process

Between October 3-7, you will have the opportunity to vote to ratify our current Tentative Agreement. **Keep a look out for an email from a company called 'YES Elections,' on 10/3/22 this will contain your ballot.** You will receive an individual ballot through your DPS work email (please check both your dpsk12.org and dpsk12.net accounts). Voting will close at 10 PM on Friday, October 7. If educators who are not currently members would like to vote, they can do so by joining DCTA by visiting: [www.denverteachers.org/join](http://www.denverteachers.org/join).

**SAVE THE DATE:** We will host a Tentative Agreement Vote Kickoff event after school on October 3rd. We are currently waiting for confirmation on the location however, we will communicate more details as they become available. Food and drinks will be provided!

## Tentative Agreement Wins

Here are **some** the key wins/takeaways within the new Tentative Agreement:

- 6% Cost of Living Adjustment (COLA), plus salary schedule advancements based on years of experience and educational advancements (steps and lanes 2.7%), equally 8.7% increase for the first year, which is the highest raise in the Denver Metro area.
- A \$50,130 starting salary for first year educators.
- Including DCTA groups like CTE and ESLI instructors onto the DCTA salary schedule.
  - ESLI instructors will be moved to the BA and BA 18 lanes, making them the highest paid in the metro area.
  - CTE I and CTE II instructors will be moved to the DCTA Teacher/SSP Salary schedule.

**\*NOTE: The CTE Schedule will not change over on 9/22 due to an internal process within the district's payroll system. We expect the CTE Schedule to be ready by the 10/7 paycheck.**

- Increased numbers of educators will receive the hard fill incentive to be determined by the implementation team.
- Keeping equity on the forefront of everything we do including evaluations and district-wide training.
- SSPs and SPED are given 8 release days to complete IEP paperwork.
- Implementing a joint DPS and DCTA committee that will address equity for BIPOC students and educators.
- Firm commitments on collaboration to find solutions that address class sizes and caseloads.
- Expanding distributed leadership within schools and departments;
  - Defined delineated roles between ILT, SLT, PC, CSC and DLTs for departments.
  - Educators will now receive money for serving on committees like the DLT, SLT, LCC, etc.
- Increasing our financial commitment to educators going through the National Board Certification process.
- Expand professionalism respect by allowing educators to take a personal day without permission from their administrators.
- Ensuring that educators maintain their health benefit credit.
- Sick leave donation program for educators who are in need of days due to terminal illness or catastrophic events.

Salary Setting							
Grade	BA	BA+18	BA+36/MA	MA+18	MA+36	MA+54	Doctorate
Step	1	2	3	4	5	6	7
1	50,130	52,328	55,065	58,051	61,037	64,023	67,009
2	51,290	54,148	56,885	59,942	62,928	65,914	69,192
3	52,990	55,969	58,706	61,833	64,819	67,805	71,375
4	54,690	57,789	60,526	63,724	66,710	69,696	73,558
5	56,391	59,609	62,346	65,616	68,602	71,588	75,741
6	58,090	61,430	64,167	67,506	70,492	73,478	77,924
7	59,790	63,250	65,987	69,398	72,384	75,370	80,106
8	61,490	65,070	67,807	71,289	74,275	77,261	82,290
9	63,190	66,891	69,628	73,179	76,165	79,151	84,472
10	64,890	68,711	71,448	75,071	78,057	81,043	86,656
11	66,589	70,531	73,268	76,962	79,948	82,934	88,838
12	68,289	72,351	75,089	78,853	81,839	84,825	91,021
13	69,990	74,172	76,910	80,744	83,730	86,716	93,204
14	71,689	75,992	78,730	82,635	85,622	88,608	95,386
15	73,389	77,812	80,550	84,528	87,514	90,499	97,570
16	75,089	79,635	82,372	86,418	89,404	92,390	99,752
17	76,790	81,455	84,192	88,310	91,296	94,282	101,936
18	78,489	83,275	86,012	90,201	93,187	96,173	104,119
19	80,189	85,096	87,833	92,092	95,078	98,064	106,302
20	81,889	86,916	89,653	93,983	96,969	99,955	109,022

The wins listed above are only some of the wins included within our new Tentative Agreement. Please [click here to see a more comprehensive list of wins](#).

## Addressing Pay Issues

If you are experiencing any issues with pay, it is important that you contact DPS Payroll at [Payroll@dpsk12.org](mailto:Payroll@dpsk12.org). If you have not heard back from payroll, please contact us and we will send your request through to the appropriate channels.

## Join a DCTA Committee

Be the change that our students deserve by joining a DCTA committee! We are currently looking for members to join various committees. Please [fill out this form if you are interested in joining a committee](#).

Current committee opportunities:

- Collaborative Equity Committee
- Membership
- Bylaws
- Elections
- Instructional Issues – Class size focus
- LEAP Appeals
- LEAP Collaboration Committee (LCC) with Special Ed focus
- ProComp Implementation Team
- National Board
- Organizing
- LGBTQ+ Educators
- Rep Council Policy



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