



DCTA Slate

Elections 2023 Kickoff/Canvass Event THIS SATURDAY 10/7/23

Join us this weekend for our **School Board Campaign Kickoff Event on Saturday, October 7th beginning at 9:30 AM** at the CEA Building (1500 Grant Street) followed by a community canvass. Our voices are vital in this election, **mark your calendars and JOIN US THIS SATURDAY!**

DCTA School Board Recommendations:

At-Large (All Denver Voters) - [Kwame Spearman](#)

District 1 ([map](#)) - [Scott Baldermann](#)

District 5 ([map](#)) - [Charmaine Lindsay](#)

[Request a Yard Sign >](#)

[RSVP >>](#)

Volunteer and Support Pro-Public Education Candidates and Ballot Measures

We are quickly approaching the November 2023 Elections and some of our largest priorities are on the ballot: Denver School Board Election in the At-Large, District 1 and District 5 races and Proposition HH. CEA has recommended a “YES” vote on proposition HH to all Colorado educators.

These elections impact our work and students' education as the school board makes decisions that directly impact our working conditions and our students' learning conditions. By having partners on the board, we can ensure that our voices are valued in the decision making process. Proposition HH deals with parts of TABOR and could mean more funding for our schools. Please sign up below and let us know how you can help us win these elections.

[Sign Up >>](#)

[Request a Yard Sign >](#)

Solidarity Alert: Supporting Striking Kaiser Workers

Many Kaiser workers kicked off an unfair labor practice strike yesterday morning at 6:00 a.m. While they have made some minor progress in bargaining, Kaiser Executives have been engaged in bad faith bargaining and they still have not reached an agreement.

This is the largest healthcare worker strike in US history, covering over 80,000 workers nationally and 3000 here in Colorado!

Frontline Healthcare workers in Colorado need community support, here's how you can help!

- **Join the Strike Line** - One of the best ways to support these essential healthcare workers is joining them on the strike line both today and tomorrow. Sign up [here](#) and let them know when you plan on joining them. Tag DCTA in any photos you take with them!
- Share this [Community Support Petition Link](#) for allies to sign onto to add pressure to Kaiser Executives.

You're Invited: 100th Anniversary Gala



SUNDAY, NOVEMBER 5, 6-10PM

DCTA

100TH ANNIVERSARY GALA

DRESS TO IMPRESS

 **HISTORY COLORADO**
1200 BROADWAY, DENVER, CO 80203

DCTA is turning 100 and you're invited to celebrate! Join us on November 5, 2023 at 6pm at History Colorado in honoring our past while we look towards the future of advocating for educator rights so we can all support our students. Tickets are on sale now through October 15th. [Check out the event page](#) for more information!

Bargaining Team All Call

The DCTA bargaining team is a group of dedicated DCTA members representing the diverse makeup of our membership, including teachers and many Specialized Service Provider (SSP) groups. They are responsible for negotiating our collective bargaining agreement that covers our salary schedule, class sizes, planning time, school leadership teams and more.

We are excited to bring new voices to the team this year and would like to give members the opportunity to learn more and collaborate with current team members at the CEA Fall Bargaining Conference in Pueblo, Colorado November 10-12th. We understand that attending may involve lodging costs, and we're actively working to secure funds to support participants. Please click the button below if you are interested in being a part of the bargaining team.

[Bargaining Team Interest Form >>](#)

DAC & CSC Trainings

Every year, the DCTA office receives calls around [Collaborative School Committees](#) (CSC) and their purpose and roles within our schools. Last year we did an audit of school websites and found that many schools were not providing legally mandated CSC notes to school communities. That is why we are partnering with the District Accountability Committee (DAC) to provide training for Collaborative School Committees from the perspective of accountability.

CSC Training Videos:

- [CSC English](#) (3 Minutes)
- [CSC Spanish](#) (3 Minutes)
- [CSC Principals and Assistant Principal's training](#) (30 minutes)

Updating Your Personal Information

To ensure that you receive accurate and important communications from our office as a DCTA member, it is important to keep your address and contact information up to date. We want to emphasize that if you don't inform us of any changes to your information, we won't be aware of these changes, and this could result in you missing out on important updates. Here's how you can update and view your contact information in our database:

1. Visit www.MYNEA360.org.
2. If you are accessing the NEA360 database for the first time, you will need to register for access. Please locate the "REGISTER FOR ACCESS" link at the bottom of the login box and complete your registration by providing your credentials.
3. Once you have been verified for access and have obtained the appropriate login credentials, log in to www.MYNEA360.org
4. Click on the person icon displaying your name, located at the top right corner of the page.

5. Choose the "My user profile" option.
6. Review your information and select the "EDIT" button to make any necessary changes.
7. Make the required edits, if any, and then click "SAVE."

You may also email us at dcta@coloradoea.org to make updates.

Know Your Contract: Reduction in Building Process

As potential Fall RIBs approach, it is important that you are informed about the process. A RIB happens when the CSC determines that fewer DCTA bargaining unit assignments are needed in a department, grade level, or ELA/specialty department. This decision may occur because of:

- Reduction in funds—usually because student enrollment is projected to be lower next school year; OR
- Change of program (funds may not actually be less). (For example, the CSC decides that instead of dance, they will offer visual arts next year. Consequently, the dance teachers will be RiBed.)
- Once that happens, the Personnel Committee establishes the “consideration group” of current educators who will be considered for the reduction.

A couple of important points on Consideration Groups:

- Group may be grade level, department, or specialty area.
- Group should be defined as narrowly as possible, based on program needs.
- A teacher can only belong to one Consideration Group. If an educator splits their time in two different positions (i.e. second and third grade), the educator declares their consideration group at the beginning of the year. The teacher then is only part of that consideration group. Neither the principal, nor HR can make this decision.
- The Personnel Committee will notify the affected consideration group as soon as possible.
- The Personnel Committee must interview every educator in the consideration group. Educators not in the consideration group do not interview for their positions.
- Educators in the consideration group who are on leave are still subject to being RiBed.

Once the Consideration Group has been notified, the Personnel Committee will ask for any volunteers. If there are no volunteers, the Personnel Committee will interview all educators in the consideration group and then make the decision based on the procedure that they have created and provided, in writing. The decision on who to RiB will be made by consensus. If consensus cannot be reached, the principal will make the decision.

It is also important to note that:

1. Educators in the consideration group should be allowed to interview for any vacancy in the school that is posted through the in-building bidding process.
2. If it is determined that a specific reduction is no longer necessary (at any time between the RiB and the conclusion of fall adjustment for the subsequent school year), the reduced teacher has the first right of refusal to their former position.

[DCTA Contract >>](#)

Denver Public Schools Stakeholder Survey

The Denver Public Schools (DPS) has contracted The Multicultural Leadership Center (MLC), LLC to conduct a research project, La Raza Report. The goal of this project is to identify barriers and opportunities for Latino students, parents, and staff within Denver Public Schools. As part of this project, MLC will be conducting focus groups with students, parents, teachers, school leaders, and school staff within select schools. We will also conduct focus groups with DPS central office staff.

Due to time constraints and the ultimate goal to reach as many people in the community as possible, they are **offering the chance for all Latinx/Hispanic stakeholders to participate in this project through a survey in English or Spanish.**

Spanish Survey: <https://www.surveymonkey.com/r/7JMVWBM>

English Survey: <https://www.surveymonkey.com/r/M6W2PX2>

Rep Council Schedule Update

In the previous month, representatives of the association made a decision to hold meetings every two months instead of the previous monthly schedule. This decision was made to provide representatives with additional time to dedicate themselves to enhancing the foundations of our union. They will do so by actively participating in committee work, with a specific focus on equity, instructional issues, LEAP, and other important issues.

We strongly encourage all members to actively engage with DCTA by sharing their voices and expertise through active participation in these committees.

[Committee Sign Up Form >>](#)

We are #StrongerTogether



By standing united, you and your colleagues stay strong and have a **powerful collective voice** that cannot be ignored. We are powerful. That's why we're a target. Education is the last great frontier. It's an opportunity for big business to try to privatize education and make money off of our students and our public schools.


The latest in a series of attacks on public education working people by corporate CEOs, the wealthiest 1 percent, and the politicians who do their bidding is "Opt Out Today", a failed multi-million dollar political operation run by the dark-money "Freedom" Foundation. They send unwanted, deceptive emails to union members at work and mailers to their home, pushing them to drop union membership in an effort to to decrease union membership among educators and public workers in our state.

Thankfully, you and your fellow members quickly see through their misleading leaflets, phone calls, and door knocking campaigns. In fact, far from detracting from our membership and power, the CEA has seen record membership growth over the last decade in which these organizations have been operative. **More and more, educators like you and your colleagues have realized that joining your union means becoming a part of the largest Colorado movement to fight for the schools our students deserve.**

[More About #StrongerTogether >>](#)

School Safety Update: Union-wide Safety Matrix Campaign

In our recent Rep Council meeting, association representatives continued important discussions on school safety, emphasizing the importance of creating an environment where both educators and students can feel safe in our schools. Over the coming weeks, you may be approached by association representatives seeking your input on school safety. These conversations will play an important role in shaping our approach to school safety and will be shared with DCTA members who have been chosen to serve on the DPS discipline matrix committee. If you would like to be a part of these conversations, please set some time with your association rep to discuss your vision for school safety.

 **Social Media Campaign Participants Needed:** One of the top priorities for our union is to tackle concerns related to school safety, and we are committed to informing the public about our members' perspective on this matter via social media. Please take a moment to complete the form provided and share your thoughts on the following question: "In your view, what are the elements needed for a secure and safe school environment?"

[Share your Vision for School Safety >>](#)

Save the Date: 2023 Teachers of Color and Allies Summit on Wednesday, November 14, 2023

The Teachers of Color and Allies (TOCA) Summit is a free event that gathers education students, local educators of color, and allies to provide collegial support, opportunities for networking and mentoring, and insights into best practices in education.

The 2023 Teachers of Color and Allies (TOCA) Summit will be held in-person on Wednesday, November 14, 2023 at the University Memorial Center on the CU Boulder campus. The theme for this year's summit is "Elevating Teachers of Color and Allies' Voices: Practices and Strategies for Advocacy"

Come together with fellow education students, local educators of color, and allies for a day of camaraderie, networking, and mentoring. Gain valuable insights into the best practices in education that will empower and uplift you on your journey.

DCTA members may ask for a union business day to attend the training. We can accommodate up to 20 DCTA members. Please click below if you are interested in

participating.

[Register >>](#)

Get four free at-home COVID-19 tests this fall on COVIDTests.gov

As of September 25, 2023, residential households in the U.S. can order one set of #4 free at-home tests from USPS.com again. Here's what you need to know about your order:

- Limit of one order per residential address
- One order includes #4 individual rapid antigen COVID-19 tests (COVIDTests.gov has more details about at-home tests, including extended shelf life and updated expiration dates)
- Orders will ship free starting the week of October 2, 2023

[Order Tests Here >>](#)



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Email published by the Denver Classroom Teachers Association

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