THE DPS BOARD SUPERINTENDENT SEARCH

In July, DCTA, along with other DPS unions, sent an open letter to the DPS Board demanding that community and labor have a seat at the table for the Superintendent search. Since then, DPS Board has hired Illinois-based HYA (Hazard, Young, Attea Associates) to find a new DPS superintendent in the short 3 month timeline that the Board created. While Board members have stated their commitment to “robust community engagement in the superintendent search process,” entailing a 3 phase process, no dates or locations have been finalized or released to community members and educators. Below is the information that has been released by the Board on what each of the phases are supposed to entail.

Phase 1: now - mid Sept. The stated goal is to focus on what the community would like to see in the new superintendent - this will supposedly inform the questions for and screening of the applicants by HYA, although we have not received any details as to how this will be accomplished.

Phase 2: mid Sept - Oct. The stated goal is to have HYA determine semi/finalist(s) and inform the creation of interview materials and rubrics used by HYA to determine
finalists.

**Phase 3:** mid Oct. - Nov. The stated goal is to announce the finalist(s) and focus on introducing them and transition them into the role. Again, we have yet to receive any details as to what this will look like.

**Just a few questions to start:** How many meetings will be held? How will community and educators be notified? Where will these meetings take place and at what time? Will there be multiple opportunities to participate? How will the community know that their input was used? Will community/educator/union representative(s) be a part of the interview process?

It’s important that the Board does not make this important decision on their own and that they engage the community and educators across the city! Let’s start adding our questions to the conversation! Questions can be sent to supersearch@dpsk12.org

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Do You Work at an Innovation School? Would you Like to Improve Your Innovation Plan?

The Innovation Plans at the following schools are up for renewal this school year:

Bear Valley International  Compassion Road Academy  DCIS Fairmont
DCIS Ford  DC-21  Denver Discovery  Excel Academy  Goldrick

The time to act is NOW! Innovation plans vary by school, but often strip teachers of rights they have under Colorado Law and the DPS/DCTA contract. These rights are important for teachers and should not be given away lightly. Contact your Uniserv Directors now so they can start helping your school draft the next plan or to determine if the staff prefers to return to being a traditional school.

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**LEAP Reminder**

Although you can be observed during the first 2 weeks of school, formal LEAP scores are not permitted during this window. For more information on LEAP or if you would like to opt in to have a Peer Observer click here.

**T-Shirt Tuesdays**
Show your union pride! Wear your DCTA t-shirt on Tuesdays. Don’t have a DCTA t-shirt? Let your Building Rep know or email the DCTA office at DCTA@coloradoea.org

You and CO Law: You are a Mandatory Reporter.

Under Colorado law, teachers, SSPs, and other school employees are mandatory reporters. If you have reasonable cause to know or suspect that a child has been subjected to abuse or neglect, or you observed the child being subjected to circumstances or conditions that would reasonably result in abuse or neglect YOU MUST REPORT IT IMMEDIATELY.

You must report to the police, to social services or through the Colorado Child Abuse and Neglect hotline 1-844-CO-4-KIDS [1-844-264-5437]. It is not sufficient to report to your principal or any other DPS employee. What do you do if the suspected abuser is not a family member -- what if it is another student? Call the Police.

Failure to report child abuse can mean that you are charged with a crime, sued for damages, lose your job! What if you were mistaken? If you made the report in good faith, you are protected under Colorado law. Our advice is to err on the side of reporting. We know of teachers who were disciplined by DPS for failing to report when the teacher, in good faith, did not believe the action amounted to child abuse. Protect your career, report!
Were you a Non-Probationary teacher in another Colorado district last year?
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 3 consecutive years of effective ratings and return to the same district for the 4th year in order to gain non-probationary status. Even if you have accepted a job at an innovation school, you should port your Non-Probationary Status. [Click here to learn how to transfer your Non-Probationary Status!]

Call the DCTA Hotline for advice at (303) 243-5221. Remember, you only have 30 days!

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Do you know about the DPS Sick Leave Bank?

The Sick Leave Bank is available to employees who are on sick leave at least 5 consecutive days, and have exhausted all their accumulated personal sick leave. It
provides additional sick leave days in order to avoid going on unpaid leave.

Teachers and Specialized Service Providers (SSPs) are automatically enrolled in the Sick Leave Bank, unless they opted out last May. Be aware that if you did not opt out, one day will be taken from your available sick leave during the month of November and contributed to the Bank. See Article 20-1-1-4 of your DCTA contract. Employees are not required to use their personal days before using the Sick Leave Bank, but bank days can only be used for your own personal illness. If you are a new employee, you have 30 days from the first day of classes to enroll for benefits, once you have done so, you will automatically be a part of the Sick Leave Bank unless you opt out.

DCTA discourages you from opting out. The sick leave bank can help prevent unpaid time off if you face an extended illness. For more information email us!

Scholarships Available

Are you in the process of seeking National Board Certification? DCTA has funding available for up to five $500 scholarships per year. To be eligible, you must be a member. Applications are due to the National Board for Professional Teaching Standards by Dec. 1, 2018 and submit a one-page essay to DCTA by November 1, 2018.

Essays must reflect the 5 Core Propositions of the NBPTS and indicate why the applicant should receive support for NBPTS funding. Essays will be scored with the following rubric: 4: Clear convincing and concise evidence 3: Clear and concise evidence 2: Limited evidence 1: little or no evidence

Essays can either be mailed to the DCTA office c/o Henry Roman at 1500 Grant St, Suite 200, Denver, CO 80203 or emailed to Henry Roman.

Don’t forget you are also eligible for $1,000 per school year (up to $4,000 total) in tuition and student loan reimbursement if you are in ProComp. Click here for more information. DPS also provides five $1,000 NBPTS scholarships annually.
DCTA Staff Visits


This Week we hope to see you at: Schmitt Elementary, Castro Elementary, Summit Academy, Valverde Elementary, Emily Griffith High School, Eagleton Elementary, Johnson Elementary, Goldrick Elementary, Gust Elementary, Skinner, Hallett, Greenwood, Marrama, HT Elem, DSISD, HighTech EC, Denver Discovery, John Amesse, Lowry and South High School.

Have you had your DCTA Back to School meeting yet?

Reach out today to schedule one! Your staff needs to be updated on:

1) Who is DCTA and what does DCTA do?
2) What happened with compensation bargaining over the summer?
3) What is currently happening with compensation bargaining?
4) What can they do to get involved?

It is IMPERATIVE that ALL teachers stay informed and knowledgeable - we must
practice what we teach!

Contact your Uniserv Director to schedule your first meeting NOW!

Kate Martin  
Brock Grosso  
Alizay Furtado  
Alex Howe

DCTA Board Meeting

Date  Tuesday, August 21, 2018
Time  4:30 PM - 7:00 PM
Location  1500 Grant St.  
4th Floor

SW Sector Organizing Captains Meeting

Meet with other organizing captains from your sector and strategize around compensation bargaining.

Date  Wednesday, August 22, 2018
Time  5:30 PM - 6:30 PM
Venue  Denver Public Library Byers Branch  
675 Sante Fe Dr.

DPS Board Meeting

Date  Thursday, August 23, 2018
Time  4:30 PM - 9:00 PM
Location  Emily Griffith Campus

Rep Council

Open to the public! If you are a rep or thinking of becoming your school’s rep, please attend!

Date  Tuesday, August 28, 2018
Time  4:30 PM - 6:30 PM
Location  DCIS Baker

NW Sector Organizing Captains Meeting

NE Sector Organizing Captains Meeting
### Meet with other organizing captains from your sector and strategize around compensation bargaining.

<table>
<thead>
<tr>
<th>Date</th>
<th>Wednesday, August 29, 2018</th>
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<tbody>
<tr>
<td>Time</td>
<td>4:00 PM - 5:00 PM</td>
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<tr>
<td>Location</td>
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<table>
<thead>
<tr>
<th>Date</th>
<th>Thursday, September 6, 2018</th>
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<tr>
<td>Time</td>
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<tr>
<td>Location</td>
<td>DCIS Montbello</td>
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### New Association Rep Training

This training is for members new to the area rep position.

<table>
<thead>
<tr>
<th>Date</th>
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<tbody>
<tr>
<td>Time</td>
<td>9:00 AM - 3:00 PM</td>
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<tr>
<td>Venue</td>
<td>CEA Headquarters</td>
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### Tentative Strike or Compensation Ratification Vote

Hold this date! We hope to either ratify a new compensation system or take a strike vote!

<table>
<thead>
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<tr>
<td>Time</td>
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**www.denverteachers.org**

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