Issues with True Pay?

We have been getting a lot of questions around the new pay system DPS has implemented this year. If you want answers, you can do one of three things:

1) Come to Rep Council this evening, 4:30 p.m. at DCIS Baker (574 6th Ave.) to talk to a representative from the district.

2) Pass along questions or concerns to your AR so they can bring them to Rep Council and get answers.

3) Email payroll and cc your Uniserv Director in the email.

Educators Organize for more Equitable Access

Teachers and SSPs at Emily Griffith High School have successfully organized the first ever DPS bus route for students of the pathways school. Stacy MacDonald and her team welcomed students on Monday morning as they were picked up in Montbello and Green Valley Ranch and
dropped off in front of the downtown school. The new bus route took almost three years to organize, and the staff of EGHS worked with multiple stakeholders over the years to see their plan to fruition. Make no mistake - the bus route was designed by educators and implemented by educators as a solution to the transportation problems facing students. It represents a realization of the school’s mission to educate **all who wish to learn** by improving transportation access to outlying areas of the district.

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**DPS Board Meets Opposition: A Report by the Board Accountability Team**

The DPS board of education announced at their general meeting on August 23rd that they would begin hosting community forums to collect student, parent, and teacher input on the search for a new superintendent starting early in September. This announcement comes a full 40 days after the resignation of Tom Boasberg, a fact that angered many in attendance at the board meeting. They also shared a website ([supersearch.dpsk12.org](http://supersearch.dpsk12.org)) with an active link for stakeholders to request a small-group meeting with board members and an email address for comments.

Vocal opponents from OVOS called out board members on their ties to DFER and stirred the crowd to consider the impacts of flipping board seats in the next school board race. Hasira Ashemu,

**DCTA Board Endorses Ballot Initiative to Increase Minimum Wage at DIA to $15/Hour**

Last week, the DCTA board joined numerous labor and community organizations in endorsing an effort by workers at the Denver International Airport to increase the DIA’s minimum wage to $15/hour. Workers and members of UNITE HERE Local 23, the Colorado Area Labor Federation, the Colorado Immigrant Rights Coalition, and Together Colorado announced a signature gathering launch in support of the initiative on Thursday. If successful, the Denver Airport Minimum Wage initiative would be on the ballot.
of the OVOS community group, stated “what’s happening to black, brown, indigenous, and poor white students in DPS isn’t just racism; it’s a human rights issue.” According to members of the group, the imposition of DFER principles on the DPS board of education is a symptom of Michael Bennet’s and Tom Boasberg’s leadership along with anti-public school board members.

Despite the announcement of community forum dates, many people made comments about the need for transparency and real community involvement in the search for a new superintendent, asking that the search be lengthened to 1 year instead of 3 months.

DCTA members will hold school board members accountable at the George Washington community meeting on September 12th. We hope many teachers will join us there, but if you can’t, consider attending one of the other dates.

in May 2019, with the goal of raising the minimum wage of all airport workers to $15/hour by 2021.

“DIA is the biggest economic driver in the state…and it’s more successful than ever,” UNITE HERE’s chapter president, Kevin Abels, announced from a podium at the City and County Building. “Unfortunately, that’s not the case for workers. We’re here to say Denver and DIA can and must do better.”

Abels highlighted a 2017 report from the Economic Roundtable that cites 6,000 airport workers at DIA making less than $15 an hour, one-third of them earning Colorado’s current minimum wage of $10.20 an hour. Meanwhile, the cost of living, especially housing, in Denver is going up. Workers at the event added their own stories of struggling to make ends meet, a story that sounds eerily similar to the struggles of teachers trying to afford to live in Denver as employees of DPS. DIA worker Amelton Archelus said, “I’ve given most of my life — nineteen years — to this airport. But I still struggle to pay my bills.”

The DCTA board was proud to endorse this initiative because we know that all of our struggles are connected. The fight for dignity among airport workers is directly tied to our own fight for just compensation, as well as the living conditions of many of our DPS students and their families.

Check out this article in Westword for more information on the campaign launch!
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 at the end of this school year. The time to act is NOW! Contact your Uniserv Directors as soon as possible so they can start helping your school draft the next plan, or determine if the staff prefers to return to being a traditional public school.

Bear Valley International  Compassion Road Academy
DCIS Fairmont          Joe Shoemaker
DCIS Ford              Denver Center for 21st Century Learning
Denver Discovery       Goldrick
Excel Academy          Valdez
International Academy of Denver  Whittier
@Harrington

DCTA is Coming to you:


This Week we hope to see you at: EGHS, Godsman, Denison, CMS, Castro, Munroe, Doull, Kunsmiller, Florence Crittenton, Grant Ranch, Traylor, Kaiser, Noel, Vista, McGlone, Collegiate Prep, Denver Discovery, Holm, Slavens, Place Bridge, Bruce Randolph, Hallett, Cheltenham, Lake MS, Columbian, Cole, Harrington and Stedman

Click to Read:
Colorado Education Association (CEA) Endorses Jared Polis for CO Governor

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 DCTA member, have submitted your application 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

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,
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.

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 the 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!

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!

REMINDER

If you have not scheduled a beginning of the year union meeting for your building, do so as soon as possible! Contact your Uniserv Directors today.

Happy LABOR DAY:
In recognition of the tremendous gains that have been made in working conditions throughout history by the labor movement.

Take a look at what teachers in 1994 were able to accomplish through unity and organizing. That which we have now, came from the dedication of others. Let us never
In 1994, I became a building representative for the Denver Classroom Teachers Association. Several weeks later, DCTA went on strike. Among the issues were duty-free lunch, class size limits, and salary. Prior to this, teachers were not guaranteed a duty-free lunch. People were assigned lunch duty, and told that they had to supervise their classes, or told that it was also their lunch period. Class sizes were not regulated by the contract. The district often overloaded classes. I had one class of 42 students.

Going into the strike, the District asserted that we did not have the right to strike. A court case determined that, in fact, we do have the right to strike, citing a ruling from Cortez years earlier.

There was a very high compliance rate with the strike. Many teachers carried picket signs for the five days of the strike. Teachers picketed at their building sites, and at the admin building. We took one lunch time for “duty-free lunch in the park” at City Park, meeting by the statue of Martin Luther King, Jr. We were joined in picketing by other teachers from affiliates throughout the region after school when they could arrive.

It was powerful to see state and local affiliates unrolling their banners and joining us at 900 Grant Street. Other local unions respected our picket lines and offered space for meetings. Milk deliveries did not happen at some locations, and we met at the Pipefitter’s union.

JOIN the DCTA BARGAINING TEAM for our next Compensation Bargaining session.
September 24th, 2018, at 5:00 p.m. at the Acoma Campus
YOUR PRESENCE MAKES A DIFFERENCE.
More teachers, kids stay out
Negotiators haggle for hours as strike ranks swell to 2,400; student absences hit 21,000. Page 4A

From left, Gov. Roy Romer joins Leonard Fox, Denver teachers union president, and Toni Mauro, school board president, for a news conference during a break in negotiations Thursday. Romer said the sides were closer to an agreement to end the four-day strike after long sessions Wednesday night and Thursday.

Calendar of Events
**REP COUNCIL**

Join for our first Rep Council of the year. Kathleen Mastellar will be joining to answer any questions you have about the True Pay system and the bi-weekly change over.

<table>
<thead>
<tr>
<th>Date</th>
<th>TODAY!</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time</td>
<td>04:30 pm - 06:30 pm</td>
</tr>
<tr>
<td>Location</td>
<td>DCIS Baker 574 6th Ave.</td>
</tr>
</tbody>
</table>

**NW Sector Organizing Captains Meeting**

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

<table>
<thead>
<tr>
<th>Date</th>
<th>Wednesday, August 29th</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time</td>
<td>04:00 pm - 05:00 pm</td>
</tr>
<tr>
<td>Location</td>
<td>North High School (Room posted on entry door)</td>
</tr>
</tbody>
</table>

**NE Sector Organizing Captains Meeting**

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

**SE Sector Organizing Captains Meeting**

Meet with other captains from your sector and strategize around compensation bargaining.
DPS Superintendent Search Listening Session

Let's fill the room with red shirts to emphasize teacher and parent voice in the search!

<table>
<thead>
<tr>
<th>Date</th>
<th>Thursday, September 6th</th>
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</thead>
<tbody>
<tr>
<td>Time</td>
<td>04:15 pm - 05:15 pm</td>
</tr>
<tr>
<td>Location</td>
<td>DCIS Montbello</td>
</tr>
<tr>
<td></td>
<td><strong>RSVP</strong></td>
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DPS Board Meeting ACTION

Come show the Board that they need to listen to ALL stakeholders in the Superintendent search and make Tom do his job by participating in good faith bargaining!

<table>
<thead>
<tr>
<th>Date</th>
<th>Thursday, September 6th, 2018</th>
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<tbody>
<tr>
<td>Time</td>
<td>04:15 pm - 05:15 pm</td>
</tr>
<tr>
<td>Location</td>
<td>South High School, Room 112</td>
</tr>
<tr>
<td></td>
<td><strong>RSVP</strong></td>
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</tbody>
</table>

Compensation Bargaining

Wear red and bring co-workers and friends to attend.

<table>
<thead>
<tr>
<th>Date</th>
<th>Monday, September 24th</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time</td>
<td>05:00 pm</td>
</tr>
<tr>
<td>Location</td>
<td>Acoma Campus 1617 S. Acoma St.</td>
</tr>
</tbody>
</table>

New Association Representative Training

First time building representatives come learn about DCTA and how to work with your building.

<table>
<thead>
<tr>
<th>Date</th>
<th>Saturday, September 29th</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time</td>
<td>09:00 am-3:00 pm</td>
</tr>
<tr>
<td>Location</td>
<td>CEA building 1500 Grant St.</td>
</tr>
</tbody>
</table>
# Strike or Ratification Vote

Hold this date! We plan to either ratify a new compensation system or take a Strike vote.

<table>
<thead>
<tr>
<th>Date</th>
<th>Saturday, January 19th</th>
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<tbody>
<tr>
<td>Time</td>
<td>TBD</td>
</tr>
<tr>
<td>Location</td>
<td>TBD</td>
</tr>
</tbody>
</table>

Do you want to be up to date on Compensation Bargaining? Email us if you’d like to receive text updates!

(303) 243-5221
dcta@coloradoea.org

www.denverteachers.org

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