HAPPY LABOR DAY

Thank you to the hard working, passionate teachers of 1969 who brought the first contract West of the Mississippi to Denver teachers. Our contracts are our voice – never forget. Let’s use our history to inspire us for today and future generations of DPS educators.

My Memory of the 1969 Strike
~ Mary Sam

Mary T. Sam, Vice President of DCTA Retired, worked in the District for 41 years. She is an education activist who has been fighting for teachers’ rights since she retired and she struck both in 1969 and in 1994.

In 1969, there were two unions that represented DPS teachers: AFT (American Federation of Teachers), of which I was a member, and DCTA. DCTA did not yet have sole bargaining rights with the District. At the start of the strike, I was a member of AFT, I joined DCTA after the strike, along with most of the other AFT people.
The teachers strike that year lasted 14 days and was quite successful. At that time we were asking for a contract which we didn’t have, a better salary schedule, improved working conditions, and the right for women to get pregnant without losing their jobs.

We had very few scabs cross picket lines. Dr. Evie Dennis, who later became the first female superintendent of Denver Public Schools, was a teacher at the time and actually went out with us. We manned the picket lines daily. The other Denver Unions supported us. The District was able to keep schools open, but very little teaching was done. We had lots of support from parent and students, the majority of whom supported us.

In the end, we were able to settle and make up all of the money we lost. Included in the settlement was language that protected those who went on strike from losing their jobs or having their strike activity as part of their personnel record. We became the first teachers’ union west of the Mississippi to win a contract.

If I were to give advice to DCTA members about how to make change, today, I would say that the best thing they can do is organize around the school board election and to be very public in their support for DCTA. Teachers need to fight for their rights and have Board Members support a strong Union. Those who can’t vote need to put boots on the ground and some treasure in the kitty.

Labor Day Action! LA, Seattle Teachers Ratify Strike - SW Washington Teachers’ Strike Continues

Teachers in Los Angeles, Seattle and southwest Washington continued their respective fights for fair contracts over Labor Day Weekend with bold displays of teacher power. 98% of the LA teachers’ union’s members voted in favor of a strike if a deal isn’t reached by mid-October, following a vote last week by Seattle teachers to strike if a deal isn’t reached by the end of this week. Thousands of teachers in southwest Washington are already on strike in an effort to force districts to utilize additional state funding to provide fair compensation. This wave of activism continues the energy built at the end of last school year when locals across the country, including DCTA, shut down their districts to demand fair funding, adequate compensation, and respectful working conditions.

DCTA members are in the midst of bargaining with DPS to improve ProComp and increase teacher compensation, echoing many of the demands made in LA, Seattle, southwest Washington, and around the country. In March, the DCTA board approved escalation up to and including a strike if a deal on ProComp isn’t reached by the January 18th deadline. Leaders are asking that you start saving money, talk to your fellow teachers about the potential strike, and, most importantly, get involved in actions to support our bargaining team.

This Labor Day, DCTA members stand in solidarity with the teachers in LA, Seattle, southwest Washington, and anywhere else our union brothers and sisters are fighting for the schools our students deserve! Be sure to keep reading the Slate for more news and
updates on teachers’ actions across the country and, of course, the latest on our own bargaining and possible strike vote!

DPS Transitioning to New System to Track PDUs

DCTA strongly suggests that you back up your PDU history. DPS plans to transfer history from SchoolNet, PDU Catalogue, Learning Space, etc. to the new system. We advise you to be prepared in case there is any loss of data.

We recommend that you make a copy for your records of the PDU Bank Report as well as those PDU Certificates of Completion for the last 5 years that you may need for any upcoming CDE license renewals.

Check your PDU Bank Report regularly. Make a copy of your PDU Bank Report for your records every September. Go to: PDU Bank Report

Copy any PDU Certificates of Completion you need for an upcoming CDE license renewal. This year, take special note that access to the PDU

FYI: PDU Payment is $855 for contract year 2018-19

Below are additional directions to back up your history:

**Performance Pay History Report** remains the same. Click Here to CHECK YOUR PERFORMANCE PAY HISTORY Report.

**PDU Bank Report**

All PDU Banks formerly viewed through Teacher Portal will be transferred to interface with Learning Space. Recommendation: Make a copy of PDU Bank Report before September 30. Click Here to check YOUR PDU BANK REPORT.

**PDU Certificates of Completion**

Learning Space will provide PDU transcripts to document PDU completion. CDE will recognize new PDU transcripts as continuing education credits (45 contact hours). These can be used for renewing professional
certificates will no longer be available through the old registration system. Go to: PDU Certificates of Completion

licensure.

Former PDU Certificates of Completion will no longer be available for printing or uploading after September 30. We recommend that you download PDU Certificates of Completion before September 30. Click Here for your PDU Certificates of Completion

Click Here for step-by-step instructions on viewing current Performance Pay History Report, Bank Report and PDU Certificates of Completion. DPS will send an update on how to access each of these reports.

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 with an active link for stakeholders to request a small-group meeting with board members and an email address for comments.

As of August 29th, the following DPS unions and parent groups had requested meetings with Board members around the search and not had dates scheduled: Denver Federation for Paraprofessionals & Nutrition Service Employees, Protechs, Amalgamated Transit Union, Communications Workers of America, Denver Association of Educational Office Professionals, Vocational Teachers Federation, Our Voice, Our Schools, East High School PTSA, Facility Managers Association, Colorado Federation of School Safety Professionals, Denver Public Schools facilities staff

Let’s add our questions to the conversation! Questions can be sent to supersearch@dpsk12.org

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 dates listed below.

9/4 @ Abraham Lincoln High School
9/5 @ John F. Kennedy High School
9/11 @ Denver School of the Arts
9/12 @ George Washington High School (wear your DCTA shirts!)
9/13 @ Thomas Jefferson High School
Do you want to hold the DPS board accountable? DCTA is seeking members for the Board Accountability Team (BAT). Send an email to dcta@coloradoea.org for more information.

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 Rd Academy
DCIS Fairmont
DCIS Ford
DCIS-21
Denver Discovery
Excel Academy
Goldrick
IAD-Harrington
Valdez
Shoemaker
Whittier

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

Walk-ins
Urgent: Remember to hold walk-ins on Tuesdays. All teachers and SSPs should wear your red DCTA t-shirts and enter the building together at your scheduled start time.

If you need t-shirts, email dcta@coloradoea.org. Send us pictures so you can see them in the Slate!

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

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!
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.

Have You Had Your Back to School Meeting Yet?

Contact your DCTA uniserv director to schedule a meeting today!

If you do not know who your uniserv director is, please email dcta@coloradoea.org to schedule.

DCTA is Coming to you:

Last week we visited: Joe Shoemaker, Holm, Slavens, Place Bridge, Noel Community Arts, Vista Academy, Collegiate Prep Academy, McGlone, Smith, Denver Discovery, EGHS, Godsman, Denison, Castro, Munroe, Doull, Kunsmiller, PBA, Traylor, Kaiser, Lake, Bruce Randolph, Stedman, Cheltenham, Barnum, Hallett, East

This Week we hope to see you at: Lincoln Elementary, Speech Language Pathologists & OT/PT department meeting, Green Valley Ranch, Swigert, Montbello Technical College, Smith, Vista, West Leadership Academy, ALHS, Respect Academy, Excel Academy, Sabin, Knapp, Lake, CEC, North, Trevista, Centennial

Scholarships Available

Are you in the process of seeking National Board Certification? DCTA has funding available for up to 5 $500 scholarships per year. To be eligible, you must 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 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

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.
evidence 2: Limited evidence 1: little or no evidence

Calendar of Events

NE Organizing Captains Meeting
Join other captains from your sector to strategize around compensation bargaining.

<table>
<thead>
<tr>
<th>Date</th>
<th>Thursday, September 6th</th>
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<tbody>
<tr>
<td>Time</td>
<td>4:15 p.m.</td>
</tr>
<tr>
<td>Location</td>
<td>DCIS Montbello 5000 Crown Blvd. Denver, CO 80239</td>
</tr>
</tbody>
</table>

SE Organizing Captains Meeting
Join other captains from your sector to strategize around compensation bargaining.

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<tbody>
<tr>
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<td>4:15 p.m.</td>
</tr>
<tr>
<td>Location</td>
<td>South High School, 1700 E. Louisiana Ave. 80210</td>
</tr>
</tbody>
</table>

RSVP
DPS Superintendent Search Listening Session

Wear Red for Ed and fill the room at GW to get educator voice into the search for our new superintendent.

Date: Wednesday, September 12th
Time: 5:30 p.m. - 7:30 p.m.
Location: George Washington HS 655 S. Monaco Pkwy 80224

RSVP

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!

Date: Thursday, September 20th
Time: 4:00 p.m.
Location: Emily Griffith Campus, 1860 Lincoln 80203

RSVP

Compensation Bargaining Session

DCTA will hold a public forum on September 19, beginning at 5pm, at the Acoma Campus. Our expectation is that DPS will change their stance and return to the table to bargain in good faith. However, if that does not happen, we will use this time to give educators the opportunity to speak in public about the issues facing them under the current, broken ProComp System.

Date: Monday, September 24th
Time: 5:00 p.m.
Location: Acoma Campus 1617 S. Acoma St. 80223

RSVP

New Association Representative Training

This training is aimed for new, or inexperienced reps looking to learn the basics of being a building representative!

Date: Saturday, September 29th
Time: 9:00 a.m. - 3:00 p.m.
Location: CEA Building, 1500 Grant Street 80210

RSVP

Hold: Ratification or Strike Vote

Hold this date for a member vote to ratify

Keep: Do you want to be up to date on Compensation Bargaining?

Email us if you’d like to receive text
or strike.

**Date**  
Saturday, January 19th

**Time**  
TBD

**Location**  
TBD

Or Text 81010 @barg2017

(303) 243-5221  
dcta@coloradoea.org  

www.denverteachers.org

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