September 18, 2018

DCTA Slate

Time Magazine Teacher Cover

Plan to Rally prior to Bargaining!

The struggle to get Tom Boasberg to the bargaining table continues. Teachers walked out in April and got Tom $50 million and yet he refuses to bargain in good faith.

We are meeting at the Acoma Building, 1617 S. Acoma St. on Sep. 24th at 4:15. We will be there and need you there to fill the room and show Tom teachers mean business!

DPS Teachers and SSPs, add your stories to those in the Time article linked above. Come and tell the School Board how ProComp is not meeting its original vision; how teachers who leave DPS and return after a few years earn more than the teachers who stayed; how our educators cannot afford to live in the city in which they teach; how professionals are forced to supplement their income with additional jobs; how professionals have to live...
with their parents because they can't afford a place of their own; whatever your story, we need you to tell it.

If you're willing to share, please contact Alizay Furtado (AFurtado@Coloradoea.org) at DCTA.

Rep Council TODAY

Nicole Wolden from DPS’ LEAP office will be in attendance. All members are invited to bring their issues and concerns with LEAP to the district.

DCIS Baker Cafeteria, 574 W 6th Ave, 4:30 - 6:30pm

Upcoming DCTA Training

Would you like to know more about your union? Do you know your rights under your DCTA contract? Wondering how we prepare for a possible strike? Are you a new Association Rep who needs training or are you a member who wants to be better informed and more involved? Saturday, Sept. 29, 2018 DCTA will be leading a training for you! We will meet in the Columbine Room 1500 Grant St. from 9 am - 3 pm. Click here to RSVP! (Free parking, morning snack and lunch included.) Not a member yet? Click here to join.

Tacoma Teachers Win 18% Raise as Teacher Compensation Makes National Headlines

The Tacoma Education Association has come to a tentative agreement with Tacoma Public Schools to end the district’s 9-day strike by increasing teacher compensation by almost 18% over the next two years. Tacoma educators will see a 14% pay increase this year, with first year teachers making around $54,000 and teachers with 20 years of experience and a master’s degree making $106,000. This raise is a large step in bringing Tacoma teachers’ salaries up to par with professionals in other fields with similar levels of education. According to Credit Sesame, teachers in Washington earn 31.8% less than college graduates in other fields do and have seen an 8% decrease in compensation since 2000, when adjusted for inflation.

This win comes as teacher/SSP compensation continues to make national news. Time Magazine’s recent issue features profiles of teachers working multiple jobs and struggling to make ends meet. Teachers’ unions across the country, including DCTA, are gearing up for big fights to ensure teachers and SSPs are paid as professionals. This fight
is about more than money - it is about ensuring students are served by high-quality professionals who have enough energy and stability to give their all to promote student growth.

Denver has a long way to go to match the gains made this weekend in Washington. A first-year DPS teacher/SSP with a Bachelor’s Degree has a starting base salary of $42,790, far lower than what Tacoma teachers’ will be earning - even after that number is adjusted with unreliable ProComp incentives. Experienced teachers/SSPs in DPS see an even larger gap when compared to Tacoma. A DPS teacher/SSP with 20 years of experience and a master’s degree earns a base salary of just $62,695. Overall, teachers in Colorado face a 34.1% pay gap when compared to professionals in other professions - the 2nd highest gap in the country.

DCTA is currently bargaining with DPS to increase teacher/SSP compensation and move the money currently paid through unreliable bonuses into base pay. We will only win this fight if YOU stand with your fellow union members. Join us outside this Thursday’s school board meeting and at next Monday’s bargaining session - more details on these events can be found below!

Attend School Board Meeting on Sep 20
This Thursday, we need to make our voices heard!

Wear your red DCTA t-shirts and join us in front of the DPS Admin Building (1860 Lincoln St). We will be rallying at 4:30 PM prior to the meeting’s commencement to demand that our teachers and SSPs get wages comparable to that of what professionals with the same education and experience get.

Tell the School Board to Send Tom Back to the Table!

DCTA is heading back to the table on Sept. 24th. Will Tom be there? DCTA is urging all educators to contact the DPS Board of Education by clicking this link.

Tell them to order Tom and his team to resume bargaining immediately and to negotiate in good faith with educators. We can’t reach agreement if we’re not all at the table! And we can’t wait until the last moment to make this happen.
Denver students deserve better from their district.

Selecting the Next Superintendent

The search for the next DPS Superintendent has been extended. In response to community input, the names of the finalists will now be released on Nov. 26th. Originally, finalists were to be announced by Oct. 15th. The name of the next superintendent will be released on Dec. 10th. While this extension provides for more community input, it also only allows the new Superintendent three weeks on the job before our Compensation Agreement expires and we hold a strike vote!

Thank you to those of you who have been attending the community forums and providing your input. We are especially pleased that some community members have attended every single forum.

Although the DPS School Board has been holding community meetings, they continue to separate those who attend into different rooms and groups, thereby making it difficult for the community to hear each other’s feedback. DCTA members came in #redfored on Sept. 12th, to speak out against this practice and to share educator voice in the search. However, only the three newest school board members are listening to the community while the other four are reviewing resumes and soliciting applications. This process will only result in the same old "reform/DFER" candidates being in the mix. DCTA believes that DPS unions and community groups should be part of the finalist selection process. Email the DPS Board of Education at supersearch@dpsk12.org and tell them we want representation and transparency!

What else can you do?

The 12th was only one meeting. Commit to being present at one of the upcoming Community meetings below:

Tuesday, Sep. 18th at 5:30 PM, Evie Dennis Campus, 4800 Telluride
Saturday, Sep. 22nd at 10 AM, Montbello Rec Center, 15555 E 53rd Ave
Tuesday, Sep 25th at 5:30 PM, Hiawatha Davis Rec Center, 3334 Holly St
Wednesday, Sep 26th at 5:30 PM, South High, 1700 E Louisiana St
Thursday, Sept. 27 at 5:30 PM, West Campus (Library), 951 Elati St
Saturday, Sept. 29 at 11:00 AM, North Campus, 2960 Speer Blvd
Opportunity to Share Special Ed Concerns #1

DCTA has received many communications from teachers and SSPs voicing their questions and concerns about the DPS special education program and available resources. If you have questions or would like to share comments, please plan to attend this Special Education Engagement Session.

PLEASE SHARE THIS INVITATION WITH INTERESTED PARENTS AND COMMUNITY MEMBERS.

Eldridge Greer and Robert Frantum-Allen, director of special education will be present. For questions please contact sped@dpsk12.org

Who: General and special education teachers, SSPs, parents, community members
What: Special Education Engagement Session
When: Wednesday, September 19th, 5:30 - 7:30 PM
Where: 1500 Grant St, 4th floor Board Room. Free parking
Why: DPS needs to hear from you!

CLICK HERE to RSVP

Opportunity to Share Special Ed Concerns #2

For educators who cannot attend the main engagement session this Wed. at 5:30 p.m. at DCTA because of the religious holiday, an additional Special Education Engagement Session can be offered next week on 9/25 at DCTA if at least 5 people register for it by Friday. If there are less than 5 registrants, then opportunities to share feedback via phone interview will be offered instead.

CLICK HERE to REGISTER

Join Teammates at the DPS Belong Kickoff

DPS will be kicking off an event called DPS Belong on Wed., Oct. 3 from 5:30-7 p.m. at Bruce Randolph School. DPS Belong is a network of employee-built groups fostering diversity and inclusion. Meet others throughout Team DPS who share similar backgrounds and experiences as you, learn about current groups (including African-
American/Black, Asian, Citizens of the World, Confronting White Privilege, Latinx/Hispanic, LGBTQ+, People with Disabilities, Veterans and Women of Color), and how to start a new one! It is open to all employees. RSVP here. Dinner and childcare are provided.

Free Liability Insurance

DCTA members who are Nurses, Occupational Therapists or Physical Therapists are eligible to receive free extended liability insurance through CEA-NEA.

The regular NEA Liability insurance covers services rendered in your health care specialty. The extended liability offered through CEA-NEA includes teaching and supervising activities.

See flyer for more information. Be sure to return the form at the bottom of the flyer by October 1, 2018 to ensure coverage is effective at the beginning of the 2018-19 school year.

You must be a member to receive this coverage. If you would like to join DCTA, click here.

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 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.

DPS also grants 5 $1,000 scholarships per year to those seeking National Certification.
Email Nicole_Wolden@dpsk12.org for details.

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.

You can Still Opt in for a Peer Observer

It is helpful to have an outside observer to compare notes with your

T-Shirt Tuesdays:

Continue to show your union pride! Wear your DCTA t-shirt on Tuesdays and walk in together at
building’s evaluator. If you would like to opt in to have a Peer Observer [click here].

Bryant-Webster educators walk-in united!

**PDU News**

This year, all PDU participants and PDU Leaders will begin the process by accessing a new Schoology Course. There you will find a link to a PDU Proposal submission Google form. Registration information will be distributed after approval of your PDU proposal. **PDU Payment is $855 for contract year 2018-19!**

**Getting Started**

- To get started, log into Schoology at [schoology.dpsk12.org](http://schoology.dpsk12.org), and check out the additional resources. [How to log in to Schoology.](http://schoology.dpsk12.org)
- If you have previously created a free account, your account has migrated to the DPS instance and you may now log-in at [schoology.dpsk12.org](http://schoology.dpsk12.org) with your DPS Google credentials.

**Schoology Course Access Code for submitting a PDU 8FCCQ-6ZPXH**

**Registration**

Learning Space is the new registration system this year. Access to PDU certificates will no longer be available through the old PDU registration system. Eventually, systems will be put in place to access all of the PD and PDU you have taken in the past on a Learning Space Transcript. To be on the safe side, be sure to make copies of your PDU Bank Report and PDU Certificates of completion before September 30th. There will be no changes to the Performance Pay History Report

- [PDU Bank Report](http://schoology.dpsk12.org)
- [PDU Certificates of Completion](http://schoology.dpsk12.org)

For more information, please visit the DPS [website](http://schoology.dpsk12.org) or [PDU Leader Newsletter](http://schoology.dpsk12.org)

To receive the ProComp incentive for a PDU, you must be in ProComp and you must register online at Learning Space. [Contact us: PDU_Team@dpsk12.org](mailto:PDU_Team@dpsk12.org)

**Important Dates**

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<th>Proposals Due</th>
<th>Participant Registration Ends</th>
<th>PDU Closing Tasks Due</th>
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Have You had a DCTA Building Meeting yet?

This is your opportunity to get to know the latest on bargaining, the superintendent search, the looming strike, etc. Email dcta@coloradoea.org to schedule one! If we have already been to your school, let us know when you would like us to return with updates.

DCTA is Coming to you:

Last week we visited: Lowry Elementary, George Washington HS, Isabella Bird, Westerly Creek, DCIS Montbello, Marrama, DCIS Ford, Farrell B Howell, Whittier, North Engagement Center, IAD - Harrington, Centennial, Bryant-Webster, Denver Montessori High School, Garden Place

This Week we hope to see you at: Speech Language Pathologists’ Dept Leadership, McMeen, Park Hill, John Amesse, Oakland, Bill Roberts, Whittier, CEC, Morey

Calendar of Events
REP COUNCIL

Come meet with Nicole Wolden, the head of the LEAP department.

Date: Tuesday, September 18th
Time: 04:30 pm - 06:00 pm
Location: DCIS Baker 574 6th Ave. in the cafeteria

SPECIAL ED ENGAGEMENT SESSION

DCTA has received many communications from teachers and SSPs voicing their questions and concerns about the DPS special education program and available resources. If you have questions or would like to share comments, please plan to attend this Special Education Engagement Session.

Date: Wednesday, September 19th
Time: 05:30 pm - 07:30 pm
Location: 1500 Grant St. 4th floor board room

DPS BOARD MEETING ACTION

COMpensation bargaining
Join fellow educators as we tell the board to send Tom to bargaining!

**Date**  
Thursday, September 20th

**Time**  
04:00 pm - 5:30 pm

**Location**  
1860 Lincoln St. 1st floor

[RSVP]

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We need ALL of you to make sure the district understands the importance of bringing a strong proposal to the table. Come at 4:15 for the rally!

**Date**  
Monday, September 24th

**Time**  
04:15 pm - 08:00 pm

**Location**  
Acoma Campus 1617 S. Acoma St.

[RSVP]

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**SE ORGANIZING CAPTAINS MEETING**

Come plan and strategize with other members in your sector.

**Date**  
Thursday, September 27th

**Time**  
04:15 pm - 5:30 pm

**Location**  
TJ High School 3950 S. Holly St.

[RSVP]

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**NEW AR TRAINING**

Are you a new Association Rep who needs training or are you a member who wants to be better informed and more involved? Join us!

**Date**  
Saturday, September 29th

**Time**  
09:00 am - 03:00 pm

**Location**  
1500 Grant Street DCTA offices

[RSVP]

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**NE ORGANIZING CAPTAINS MEETING**

Come plan and strategize with other members in your sector.

**Date**  
Thursday, October 4th

**Time**  
04:30 pm - 6:00 pm

**Location**  
DCIS Montbello (5000 Crown Blvd.)

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**SAVE THE DATE**

State-wide RedforEd Action to support Amendment 73

**Date**  
Friday, October 5th

**Time**  
Right after school until 5:30 pm

**Location**  
TBD