DPS Must Get Serious about Compensation
Bargaining to Address High Teacher Turnover

Last Week, Chalkbeat Colorado released a story highlighting a crisis in Denver Public Schools - high teacher turnover and a lack of experienced teachers to mentor their peers and create healthy learning environments for students. According to Miseducation, a database compiled and managed by ProPublica, 31% of Denver Public Schools teachers were in their first three years on the job. High teacher turnover, driven by low pay,
unpredictable salaries, and intense workloads, is a main driver of this problem here in Denver. The DCTA Bargaining Team is attempting to negotiate a new compensation system with DPS to address two of these issues, but unfortunately, the District has been unwilling to come to the table and address this problem.

The competitiveness of teacher salaries in Colorado compared to other professions that require similar levels of education is the lowest in the nation. DPS needs to get serious about increasing teacher base pay and reducing reliance on unpredictable incentives if we hope to retain our quality teachers.

The DCTA Bargaining Team declared impasse after our last bargaining session and hopes to see the District come to the table next Monday, Oct 29th with a proposal that ensures our students have access to experienced, fairly compensated educators! Join us at bargaining to make sure your voice is heard.

Top Performing/High Growth Incentive Update

Last week, the ProComp Transition Team met to discuss the Top Performing/High Growth incentive that will soon be awarded. As you know, DPS released its SPF last week, and DCTA has many concerns about the results.

In the past, the Denver SPF system has been the only system used to decide which schools received the Top Performing/High Growth incentive each year, but the DCTA members of the Transition Team have proposed that all schools who achieved Blue or Green status in either the Denver SPF or the CDE SPF be awarded this incentive for this year.

Our Transition Team members know that many teachers and SSPs are counting on this incentive being awarded soon and will continue dialogue around Top Performing/High Growth and the SPF in order to reach a resolution as soon as possible. We will update everyone as soon as a decision is made by the Transition Team.

Whatever decision is made will only be a short term fix as negotiations continue on the next compensation system. Our bargaining team has proposed that, moving forward, there be no incentive based on the SPF and that the District instead put more money into base pay.

Finally, yesterday, we released a statement calling on DPS to end its SPF system and use the CDE system going forward. Click here to read the statement in its entirety.

Are you registered to vote?

You can register online! In Colorado, you can register to vote until and including November 6th, the date of the election. If you are requesting a ballot by mail, your registration form must be received by close of business on the 7th day before the election. To receive your ballot by fax or e-
mail, you must register at least 8 days prior to the election. You can also register in person up to and including Election Day at a voter service and polling center.

Does your voter registration have your current address? Find your Voter Registration information to check and edit your address online!
Check your mail and be sure to vote!

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, and check out the additional resources. How to log in to Schoology.
- 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 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
PDU Certificates of Completion

For more information, please visit the DPS website or PDU Leader Newsletter
To receive the ProComp incentive for a PDU, you must be in ProComp and you must register online at Learning Space. Contact: PDU_Team@dpsk12.org

Important Dates

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<thead>
<tr>
<th>Proposals Due</th>
<th>Participant Registration Ends</th>
<th>PDU Closing Tasks Due</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 10/1/2018</td>
<td>Fall 10/31/2018</td>
<td>Fall 12/1/2018</td>
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<td>Yearlong 11/1/2018</td>
<td>Yearlong 2/15/2019</td>
<td>Spring 5/1/2019</td>
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You are invited to the November Rep Council

Join us at DCIS Baker the Tuesday after Thanksgiving, Nov. 27th, for Rep Council. We will be covering extremely important

You can Still Opt in for a Peer Observer

It is helpful to have an outside observer to compare notes with your building’s evaluator. If you would like to opt in to
topics, including bargaining and the Top/Performing High Growth Incentive.

have a Peer Observer click here.

We’re Still in a Learning Curve
A Report on the Denver School Board by the Board Accountability Team

A veteran teacher once told me that I should pay attention to the school board. I, like so many teachers, was way too busy! Like all of us, I was busy working, planning, grading, going to faculty meetings, reading new curriculum, learning new strategies, learning the same strategies, going to PD, going to games and events, attempting to do some self-care, being a parent, a friend, a nurse, a social worker, oh yeah, and I was trying to teach. So there was no way I was able to go to the school board meetings... But now I understand that very wise educator knew a secret I didn’t know... That’s where all the important stuff happens that directly affects all the grading, planning, etc.

Click here to read the full report

Attend “Hidden in Plain Sight: The Power of Diversity”

When: Sat., Oct. 27, 9 a.m. to noon
Where: Regis’ Mountain View Conference Center

CEA is proud to co-sponsor Regis University’s inaugural education conference where
attendees will navigate racial and social justice issues and learn how to inclusively involve students, families and communities. The conference is filling up - register now at regis.edu/edu-conference.

Don’t wait to deal with LEAP issues!
Resolve them ASAP!

The new and updated 2018-19 LEAP Fairness Guide is posted on the DPS website. Read it and know your rights! Here is a portion of the Review Process for Failure to Follow Guide (Section 13, page 9). “If a teacher feels that the District has not followed any requirement set forth in this Guide, the teacher is encouraged to resolve the issue at the lowest level possible by speaking with his or her evaluator and/or by submitting an inquiry to the LEAP team by emailing LEAP@dpsk12.org.

If the concern regarding a requirement of this Guide is not resolved or the teacher does not wish to seek resolution from the LEAP team first, the teacher can submit a grievance under Article 7 of the DPS/DCTA Agreement. The grievance should state how the District has not followed the requirements of this Guide. The teacher’s grievance must comply with the timing deadlines in Article 7.”

Specifically, any Level 1 grievance must be filed within fifteen days after the teacher knew or should have known of the District’s alleged failure to follow the requirements in this Guide.”
Concerned about your evaluation? Don’t just accept a review and assume things will get better. Take action immediately. Contact the LEAP team with your concerns and copy DCTA so that we can support you. Also, be sure to document everything. Print, screenshot, or take a photo of your initial results and save them. LEAP is now grievable and there are other ways to address issues as well. But if you wait until the end of the year to voice your concerns, it will be too late for many of the remedies.

Are you considering waiving your DPS Health Benefits?

DPS health insurance open enrollment occurs in the spring, however, the District allows changes to be made on healthcare plans whenever there is an IRS approved “life event”. A life event includes taking advantage of the Affordable Care Act’s open enrollment period (begins Nov. 1st). During this time you can drop your DPS coverage to join your spouse’s plan or enroll in your own plan. Deciding whether or not to use the ACA instead of the District-provided plan can be complicated, and while it can benefit some, some of our members who have switched have been shocked by unexpected costs beyond premiums when they opted to change plans. We recommend that you contact HR Connect and discuss with them any questions you may have before deciding to switch. They can be reached at 720-423-3370. It is also crucial to know that if you were hired by DPS after July 1, 2018 you cannot use your benefit allowance to pay for outside health insurance.

Open Enrollment at connectforhealthco.com begins November 1, 2018. They have not yet announced the day it closes, but it has been extended past Dec. 15th, 2018. Any policy purchased through this process becomes effective either January 1, 2018 or February 1, 2018, depending upon when

T-Shirt Tuesdays

Continue to show your union pride! Wear your DCTA t-shirt on Tuesdays and walk in together at your scheduled start time. Be sure to send us pictures! Don’t have a DCTA t-shirts? Let your Building Rep know or request one at DCTA@coloradoea.org

Build Your School’s Opportunity Checklist

Do students and educators at your school have everything they need? Ask your members to take the survey at bit.ly/MySchoolCO and place a checkmark next to their areas of concern. This survey helps prioritize CEA’s work at the Capitol as we advocate for the schools our students deserve.

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.

October 30 is Colorado Free Application Day

October has been designated as College Application Month and Tuesday, October 30th, as Colorado Free Application Day.

Colorado Free Application Day is about increasing access for any student who wants to pursue a degree in one of Colorado's many higher education institutions. This day will allow students to apply to 32 public colleges, universities, and some private institutions in Colorado, with no application fees on Tuesday, October 30th!

Have your high school students take advantage of this day to apply for college with no application fees! To take advantage of Colorado Free Application Day, it is best to have all

view.email.nea.org/?qs=a9e509d65b3cf8eaf63a10a4a66302b916ad7e253dd7becc4d59f6e006c12df88094d4baea62e53a88a52b3b1ebbbf66e65bdf918d5b429771592b
application materials prepared, double-checked and reviewed prior to October 30th, that way they can submit a high-quality and completed application.

Please share with students that could potentially benefit!

For more information visit Colorado Application Month.

DCTA is Coming to You

Last week we visited: Palmer, DCIS Fairmont, Stephen Knight, McMeen, Denver Green School, Hallett, Columbian, Polaris @ Ebert, Bruce Randolph, Garden Place, Columbine, Ashley, High Tech Elementary, Marrama Elementary

This Week we hope to see you at: DCIS Fairmont, Merrill, Creativity Challenge Community (C3), Bradley, Samuels, Southmoor, Stedman, DC-21, Florida Pitt Waller, Sandra Todd Williams, Farrell B Howell, Inspire Elem

Calendar of Events

Phonebanking

We will be calling voters in support of Amendment 73

Date
Tonight!

SE Organizing Captains Meeting

Date
Thursday, October 25th

Time
4:15 PM - 6:15 PM
A New Era for DPS Happy Hour

Members of the Southwest Organizing Captains have planned an event for all DPS educators! Join them for camaraderie with other teachers and SSPs and to learn more about actions taking place throughout the district.

First drink is free for DPS educators. $100 cash prize drawing (must be present to win). All are welcome.

Date: Thursday, September 20th
Time: 04:00 pm - 5:30 pm
Location: 1860 Lincoln St. 1st floor

Canvassing

Come knock doors in support of Amendment 73!

Date: Saturday, October 27th
Time: 11:00 AM - 1:00 PM
Location: 7400 E Hampden Ave

Compensation Bargaining

Date: Monday, October 29th
Time: 5:00 PM - 8:00 PM
Location: Acoma Campus

Tentative: Strike or Ratification Vote

Date: Saturday, January 19th
Time: TBD
Location: TBD

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