DCTA Presents Latest Compensation System Proposal

Last night the DCTA Bargaining Team met for the first time with the new DPS Superintendent, Ron Cabrera amidst a packed room of teachers, SSPs, and parents who were also phone banking likely voters in support of Amendment 73 during breaks in the action.

The DCTA Bargaining Team presented its newest proposal for a new compensation system that puts more emphasis on base building and less on one-time incentives, while also...
increasing salaries for all teachers. DCTA proposed an additional $50 million in base pay for teachers and SSPs if Amendment 73 passes next week, as well as a requirement to reopen teacher/SSP workload maximums in the Master Agreement. You can read our full proposal here.

The team also reviewed the history of ProComp and highlighted the problems teachers and SSPs face under the current system for the interim Superintendent, who seemed to be largely uninformed about the current compensation system.

Rather than presenting a proposal or pledge, Dr. Cabrera asked questions, including questions about the “norms” for behavior at bargaining sessions. He said, “I don’t mind that the audience is here and listens, but we have to be respectful.” Dr. Cabrera’s misunderstanding of the role of the audience during bargaining was met with vocal dissent. Teachers and SSPs have grown weary of being shushed by the district that ignores them.

DCTA’s Bargaining Team educated the new superintendent quickly on the importance of listening to and speaking to the room full of voting members who will decide whether we ratify the next Agreement or go on strike this January. With that in mind, we heard from two DPS special educators who are struggling with the current compensation system.

One teacher received only $300 in her first paycheck from DPS under true pay. When she complained to the District about the mistakes in her pay, they told her they would “get it right next time.” Another DPS teacher had to start her own business to make ends meet, and she earns over $800 in one afternoon selling soap at a farmers market, the same she earns for spending a school year completing a PDU.

The message came through loud and clear. Performance pay incentives are no incentive at all and the ProComp system is so unpredictable and complicated that teachers and SSPs can’t count on or survive on their income in DPS.

The session ended with the DCTA Bargaining Team pushing to schedule our next session, which is tentatively scheduled for November 7. It is our hope and expectation that Dr. Cabrera and his team come prepared to bargain. That means bringing their own counter proposal on a new compensation system that addresses the concerns of teachers.

We need you at the next bargaining session to hold DPS accountable. It’s time for DPS to answer to the teachers and SSPs struggling under ProComp. Be there to support your bargaining team!

Join the DCTA Strike Captains Committee!

As we prepare for a possible strike, it’s extremely important that every building start preparations. That includes assigning a strike captain. If your building does not currently have a strike captain (formerly organizing captains) and/or you are interested in joining the team, please click here and let us know!
Top Performing/High Growth Incentive Update

Last Wednesday, the Transition Team came to consensus on the method of paying out the Top Performing/High Growth Incentive.

As we stated before, we have serious concerns with the Denver SPF and have called on the District to stop using their own system. Our members of the Transition Team expressed those concerns to the District members and proposed allowing the 31 schools who were Green overall in the CDE SPF preliminary ratings to also receive the TP/HG Incentive. Unfortunately, the District refused to do so, which is why we were unable to come to consensus two weeks ago.

Last week, in a special session, however, the two teams discussed various other options through which to pay out this incentive, and finally came to consensus around paying out the Incentive to any school which was Green or Blue overall or in growth, as normal, but also to pay the Incentive to any school which was Green or Blue in the “Status Indicator”. This allowed us to pay out the incentive to an additional 9 schools and roughly 500
teachers who would not have gotten the Incentive otherwise. Below is the list of schools who will now receive the incentive that were not going to receive it:

Career Early College
Compassion Road
DSISD
East Edison
George Washington
Godsman
Lincoln Elementary
Thomas Jefferson

While there are still many concerns on the SPF, the teachers on the Transition Team felt it was necessary to come to a short-term solution on this incentive this year as soon as possible so that the 57% of teachers who will receive the Top Performing/High Growth Incentive will not have this issue unresolved as we head into the holiday season and a potential strike in January. Now, our focus needs to be on bargaining a compensation system that does not have any bonuses tied to the Denver SPF and instead pays teachers more in base pay. Join us at the next session to help us advocate for fair compensation!

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 email, 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!
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.](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 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](http://www.dpsk12.org) 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>
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<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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<td>Spring 2/1/2019</td>
<td>Spring 2/15/2019</td>
<td>Yearlong 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 topics, including bargaining and the Top/Performing High Growth Incentive.

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 have a Peer Observer [click here](#).
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, screen shot, 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.

Today 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 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.
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.
DCTA is Coming to You

Last week we visited: Inspire, Florida Pitt Waller, Sandra Todd Williams, Farrell B Howell, Abraham Lincoln HS, JFK, Bear Valley, Traylor, Asbury, Southmoor, Place Bridge, Steck, Steele, Stedman, Barnum, Fairview, DC-21, Harrington, North, and Greenlee

This Week we hope to see you at: Smith Elementary, DCIS Ford, Oakland, McGlone, Kaiser, Newlon, College View, Bear Valley, Doull, JFK, Traylor, DCIS Baker, Bradley, Samuels, Southmoor, DCIS Fairmont, Cory, Colfax, Barnum, Fairview, DC-21, Sandoval, Lake, and Denver Montessori

Calendar of Events
# Upcoming Events

## Election Day
- **Date**: Tuesday, November 6th
- **Time**: Ballots due by 7pm
- **Location**: Your local ballot drop-off

## SW Strike Captains Meeting
- **Date**: Thursday, November 8th
- **Time**: 4:30 PM - 6:30 PM
- **Location**: DCIS Baker

## DCTA Board Meeting
- **Date**: Tuesday November 13th
- **Time**: 04:30 pm - 6:30 pm
- **Location**: DCTA Headquarters (1500 Grant St)

## DPS Board Meeting
- **Date**: Thursday, November 15th
- **Time**: 4:00 PM - 9:00 PM
- **Location**: Emily Griffith Campus

## SE Strike Captains Meeting
- **Date**: Thursday, November 15th

**Tentative**: Strike or Ratification Vote
- **Date**: Saturday, January 19th

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*View:email.nea.org/?qs=a9e509d65b3c8ea9db5de4bd32db9f30c7b4571594dc7edd5f4fc3da4eefc14f25d977bc92173ac511a20f7f5b1f33ba915974fc2dc...*
**Time**  
4:15 PM - 6:15 PM

**Location**  
Slavens

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**Time**  
TBD

**Location**  
TBD

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