Denver Educators Ratify Salary Plan with Denver Public Schools

Denver Classroom Teachers Association members overwhelmingly ratified the tentative agreement reached with Denver Public Schools, Feb. 14, for a new compensation plan for Denver educators. More than 97% of members voted in favor of the agreement that will raise salaries for teachers and specialized service providers an average of 11.7% at the beginning
of the 2019-20 school year and put a salary schedule in place that looks like stable pay plans offered in neighboring districts.

“This agreement secures fair, predictable base pay for Denver educators and will go a long way to eliminating pay fluctuations that have made it difficult for educators to plan a teaching career and a life in Denver. With competitive pay in place, the district has taken an important first step in reversing the worst teacher retention rate in the metro area and providing much-needed stability for student learning,” said DCTA President Henry Roman.

The vote for ratification is the last step DCTA needs to take to officially end the 15-month Pro Comp bargaining sessions and a strike that began Feb. 11. Denver Public Schools Board needs to vote to ratify the agreement for it to take effect.

DCTA Strike Captains:

We would like to thank the many Strike Captains, without whom we would not be celebrating a historic victory won for the students in Denver. In the past two weeks, we have witnessed the power of 3,900 members of the Denver Classroom Teachers Association (together with many not-yet members) and how it inspired an entire city to
come together for one cause: our students. We have felt the support of our community as they reaffirmed that they stand behind educators who deserve to be valued and respected. This has become more than just a Denver issue and a Denver movement. This has become a rallying call for every voter and school district in our state and country. We have done our part in the national fight for education funding and for the schools that students deserve. Educators in Denver Public Schools now have a fair, predictable and transparent salary structure that will serve to retain our experienced educators. We could not have done this without you!

These are the things that we won because of your work:

- A salary structure that is fair, transparent and competitive with other districts
- A predictable salary schedule with steps and lanes comparable to other district compensation systems
- An average 11.7% increase in base salary
- A commitment to a joint study between DCTA and DPS of retention and recruitment so that we can make sure that our schools of highest need are able to retain and attract great teachers
- A joint study between DCTA and DPS of the needs of our SSPs to ensure recruitment and retention of these crucial supporters of our students
- Continuing education credits for SSPs
- A PDU system that allows teachers to continue to improve their skills and receive compensation without breaking the bank
- A longevity lane change for 10 years of service in DPS within the past 15 years
- Instead of labeling schools with test scores (SPF, LEAP and Student Perception Surveys) we are now going to identify our distinguished schools for the work they do in supporting the whole child!
- Finally, for the first time in a very long time, teachers will know how much money they will make in the next 3 years!

Now, in organizing you always end with an ask, so we have just one more ask. We ask that you stay involved and you stay organized! Don’t let the feeling of empowerment slip away. Embrace it. Keep it alive in our schools and let’s continue to work to close the achievement gap together.

In Solidarity,
The DCTA Bargaining Team
Happy Black History Month!

Watch this short interview with 106 year old Marie Greenwood (for whom one of our schools was named). She helps us remember that, although there is much work left to be done, much needed change has occurred in the past century. 

Marie Greenwood interview
The #RedForEd Wave: Educators taking action for their profession around the country

Earlier this month, Denver educators took a huge risk to go on strike for our students - and won! Our strike was historic. Our new contract will help end the crisis of educator turnover in Denver and support educators who are struggling to survive our city’s rising cost of living. We took on corporate-backed education “reformers” and we were successful. In addition to radically changing compensation for the better here in Denver, our strike helped fuel the nationwide, on-going movement of educators standing up for themselves, their profession, and their students.

DCTA wasn’t the first educators’ union to go on strike this year - and we also weren’t the last. We seized the momentum from successful strikes in Washington and LA, built on that momentum with our success, and saw that momentum continue to grow with strikes in Oakland and West Virginia. DCTA rode the #RedForEd wave and we are excited to see other locals doing the same!

Be sure to follow Oakland Education Association on Facebook and donate to their strike fund

DCTA Strike Fund

The deadline to apply for assistance through the DCTA Strike Fund is 5pm this Friday. To be clear, our strike fund will not be able to make up for all wages lost. Instead we will be able to make small donations (no donation will be over $500 and most will be
significantly smaller) to help reduce some of the worst consequences of lost pay.

In order to make sure we are giving funds to those who need them the most, we are asking those interested to complete our application fully, including the sections that help us assess your level of need. A committee of retired teachers will review each application and determine who is in the most need of assistance. Their determination will be final.

Please note that in order to complete the application, you will need to upload both your February check stub as well as any bill for which you are requesting assistance.

Click Here to Fill Out Application!

Asian Education Advisory Council Awards

We encourage you to nominate an Asian student for the 2019 DPS Asian Education Advisory Council Awards. You may also nominate an adult (teacher, school administrator, para/support personnel or parent volunteer) who does not need to be Asian but who has supported our Asian students in a notable way.

Students can be nominated in one of three categories: Academics, Leadership or Special Talent. Forms can be completed online and ALL nominees will receive an award. There is no limit to the number of nominations you can submit. The deadline is March 6th, so please don’t delay!

Apply here: http://aeac.dpsk12.org/nominations/
DCTA Elections!

We look forward to active participation in our election process to promote growth and build the strength of our union. Thank you to those of you who have already submitted your nomination forms. If you are interested in running for a position or nominating a fellow member, complete and submit the Nomination Form below. Nominations will be accepted until March 8th.

2019 DCTA Election Nomination Form
2019 DCTA Election Calendar

Building Leader Training

Are you interested in building more power to win future campaigns for the betterment of schools and the teaching profession? DCTA and the Colorado - IAF are hosting a full day training for dedicated leaders that want to make change in their buildings and the district. Please join us at CEA (1500 Grant) from 10am - 5pm on Saturday, March 9th, to learn more about power dynamics, organizing, and leveraging our recent win toward future fights, like the upcoming school board election, and more! We will provide lunch and free parking in the CEA lot.

Calendar of Events

Organizing Training for Building
Leaders

Date      Saturday, March 9

Time      10:00am - 5:00pm

Location  1500 Grant St

(303) 243-5221
dcta@coloradoea.org

www.denverteachers.org

You are subscribed as dctaslate@gmail.com.
Unsubscribe | Forward to a Friend

Email published by the Colorado Education Association
1500 Grant Street, Denver, CO 80203
Ph: 303-837-1500; Fax: 303-864-1685