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
- 2019 DCTA Election Rules and Procedures

Congratulations to Educators in Oakland!

After 7 days on the picket line, Oakland Education Association ratified a new tentative agreement on Sunday and returned to the classroom this week!

You can click here to see their wins!
Understanding the RiB Process

The Reduction in Building Staff (RiB) season is upon us, and DCTA wants to make sure that our members understand the process for RiBs.

A RiB happens when the CSC determines that fewer DCTA bargaining unit assignments are needed in a department, grades level, or ELA/specialty department. This decision may occur because of:

- Reduction in funds—usually because student enrollment is projected to be lower next school year; OR
- Change of program (funds may not actually be less). (For example, the CSC decides that instead of dance, they will offer visual arts next year. Consequently, the dance teachers will be RiBed.)

Once that happens, the Personnel Committee establishes the “consideration group” of current teachers who will be considered for the reduction.

A couple of important points on Consideration Groups:

- Group may be grade level, department, or specialty area.
- Group should be defined as narrowly as possible, based on program needs.
- A teacher can only belong to one Consideration Group. If a teacher splits her/his time in two different positions (i.e. second and third grade), the teacher declares her/his consideration group at the beginning of the year. The teacher then is only part of that consideration group. Neither the principal, nor HR can make this decision.
- The Personnel Committee will notify the affected consideration group as soon as possible.
- The Personnel Committee must interview every teacher in the consideration group. Teachers not in the consideration group do not interview for their positions.
- Teachers in the consideration group who are on leave are still subject to being RiBed.

Once the Consideration Group has been notified, the Personnel Committee will ask for any volunteers. If there are no volunteers, the Personnel Committee will interview all teachers in the consideration group and then make the decision based on the procedure that they have created and provided, in writing. The decision on who to RiB will be made by consensus. If consensus cannot be reached, the principal will make the decision.

It is also important to note that:

1. Teachers in the consideration group should be allowed to interview for any vacancy in the school that is posted through the in-building bidding process.
2. If it is determined that a specific reduction is no longer necessary (at any time between the RiB and the conclusion of fall adjustment for the subsequent school year), the reduced teacher has the first right of refusal to his/her former position.
If you have any questions or concerns about your school’s RiB process, please refer to Article 13-10, or email us at DCTA@Coloradoed.org. Keep in mind that if your school is an innovation school, you may have waived this process. Be sure to check your innovation plan for details.

Tax Prep Savings

NEA Member Benefits and H&R Block have joined forces to offer special discounts and pricing on tax preparation, for both new in-store clients and those purchasing tax software online. Visit neamb.com for the details.

Where Did My Deductions Go?

NEA Member Benefits also offers articles from Kiplinger’s Personal Finance that you can download for free. Here’s a topical one about taxes: 8 Tax Deductions Eliminated (or Reduced) Under the New Tax Law.

Opportunity to make up one day’s lost wages

DPS is offering interested educators an optional teal day on Saturday, March 16. You may register using the link below. Gifted and Talent and Destination Imagination Teachers will also be given an opportunity to make up a day. Register here.
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 tomorrow, March 6th, so please don’t delay!

Apply here: http://aeac.dpsk12.org/nominations/

Calling All Artists

The CEA Equity Council for Race and Culture is accepting artwork centered around Racial and Social Justice from members and friends of public education for the Annual Silent Art Auction at CEA’s Delegate Assembly, April 12-13. Art auction proceeds will fund initiatives and programs that work to dismantle racism in our schools and communities. You can donate a piece of original artwork (paintings, drawing, etchings, sculptures, photography, pottery, jewelry) for this worthy cause. Please contact Ali Cochran (acoehran@coloradoea.org) or Susie Hidalgo-Fahring (fahring5@gmail.com) by April 8.
Reminder for CMAS Season

Many of you will be administering tests for the next few weeks. We would like to remind you as you build your schedules around testing that although your planning and lunch times may be adjusted during testing, you are entitled to this time even if your duties have been changed. You should make your administrators aware of how many of these hours taken away from teaching are impacting your SLOs!

School Visits

Last week: Steck, Samuels, Goldrick, Schmitt, ALHS, College View, Gust, Force, Doull, Knapp, Kaiser, Morey Middle School, and Prep

This Week: Bromwell, Place Bridge, Emily Griffith, Valverde, DCIS - Baker, Denison, Sabin, JFK, Traylor, ALHS, Kaiser, Polaris, Garden Place, North, Beach Court, East HS, Centennial, NCAS, DCIS Montbello, and Escalante-Biggs

March Rep Council

Rep Council is on Tuesday, March 19 at DCIS Baker from 4:30 pm - 6 pm. Election ballots will be distributed. All members are welcome to attend!

Note: We are hearing that the figures in the DPS Salary Calculator are not always accurate. We recommend that you compare them against the schedule on the final page of our Tentative agreement here.

What to Do if You are Non-Renewed?

Immediately request letters of recommendation from supportive district administrators and colleagues. Do not wait for board action to take this step. Obtain these letters immediately and do not wait until the end of the school year. The district may pressure you to resign “voluntarily” rather than face non-renewal by asserting that a resignation will look better to prospective employers on their resumes. We advise teachers to reject the “voluntary resignation” offer in these situations because the act of resigning may make you ineligible for unemployment compensation and may also affect your future teaching license renewal. Prospective new employers understand lay-offs while employment applications will ask you if you resigned in lieu of a non-renewal. We recommend you apply for unemployment the day after the last day of school, as summer pay is for work already performed and you are essentially “laid off.”

If your unemployment benefit is denied, contact DCTA immediately so we can appeal the decision within 20 calendar days from the date the denial was mailed. It is important to maintain your CEA/NEA membership in case we need to seek legal help for you. If you feel that the evaluation process was violated, or if you are in fact, a non-probationary teacher, contact DCTA immediately; however, this will not affect the non-renewal, but can change your evaluation as you seek other employment. Lastly, if you choose to resign. You must provide 30 calendar days’ notice (30 days before the next academic year resumes) or risk losing up to a month’s pay.
Join us this Saturday as We Continue the Fight!

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, is 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
### Power & Organizing Training

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<th>Date</th>
<th>Saturday, March 9th</th>
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<tr>
<td>Time</td>
<td>10:00am - 5:00pm</td>
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### DCTA Board Meeting

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### Teal/Makeup Day

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