Join Us at the Annual Cesar E. Chavez March!

DCTA is deeply honored to be chosen for the 2019 Organization Leadership Award by the Cesar Chavez Peace and Justice Committee of Denver.

Please join us on March 30, 2019 for the Eighteenth Annual Cesar E. Chavez Day Marcha.

DCTAs own Rob Gould, bargaining team lead spokesman, will deliver the keynote address.

- 7:30 am - 8:30 am: Mass at Regis University, St. John Francis Chapel, 3333 Regis Blvd
- 10:15 am - 11:30 am: March to Cesar E Chavez Park, 4121 Tennyson St
- 11:30 am - 2:00 pm: Opening Ceremony, speaker at 46th & Lowell, music by Los Mocochetes, food, leadership awards
DCTA Elections!

DCTA election nominations have closed. Click here to read profiles submitted by the candidates!

Join the DCTA Fund!

The DCTA Fund is looking for three additional members to help make decisions as we head into the School Board Election. If you are interested, please email us and let us know before the end of Spring Break!

Salary Setting Letters Coming!

In order to prepare for the transition to our new salary system, DPS will be sending out letters to teachers and SSPs detailing what the District believes your salary will be beginning next year. Please be sure to read the letters, and confirm the information given. If you believe that the District has made an error in your letter, please let them...
know as soon as possible. Instructions on how to do so will be included in the letter!

These salary setting letters are being sent in waves, and everyone should receive one before April 30. If you do not, please contact payroll.

**CEA Day of Action: Speak Out on Teacher Evals**

**Join us at the Capitol** for CEA’s Day of Action, March 15. Colorado is experiencing a teacher shortage unprecedented in the state’s history. Pay inequity, respect, and dwindling classroom resources are all to blame but one subject that often gets overlooked is the state’s educator evaluation law. SB10-191 was passed nearly a decade ago and since then has had ZERO significant legislative tweaks. CEA members will tell our legislators, March 15, that it’s time to respect teachers by giving them time, attention and resources instead of inefficient and cumbersome evaluations. **Sign up here.**

**Take the Eval Poll, Classrooms Not Corporations page**

Let CEA know the impacts the current evaluation system has on you and your students. **Poll question:** How many hours a year do you spend on preparing for and completing the evaluation process? In the comments, share how more time from a more efficient/effective eval system would benefit you, your school, and your students.

Members need to join Classrooms Not Corporations on Facebook to take the poll.
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 (acochran@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: Bromwell, Place Bridge, South HS, Montbello, Traylor, Bear Valley, JFK, Valverde, DCIS, Kaiser, Denison, Sabin, Prep, Polaris, Garden Place, Beach Court, Columbian, Bryant-Webster, Trevista, North, East, Centennial, Brown, Noel Community Arts, Escalante Biggs, DCIS Montbello

This Week: Steele, George Washington HS, Teller, Dora Moore, Kaiser, Doull, MSLA, Kunsmiller, Pascual, Lake, North, Valdez, Barnum, Whittier, Bruce Randolph, IAD-
YOU MADE HISTORY!

Come be a part of the play that puts forward your stories and accomplishments as educators in DPS who went on strike for our profession and our students! The Romero Troupe, in conjunction with DPS educators, is performing a play that showcases your stories and WHY we strike. Show your support by coming to the performance! Bring your friends and family!

**When:** April 6\(^{th}\) at 7 p.m.

**Where:** North Classroom Building, Auraria Campus, room 1130.

If you would like to be a part of the play please come to the open rehearsal on Sunday, March 24\(^{th}\) and/or Sunday, March 31\(^{st}\), 2-5 p.m. (1 hour) at the North Classroom Building, Auraria Campus, room 1130.

It is powerful to see yourself in these performances and to support each other in honoring the history you made! See you on April 6\(^{th}\).

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**March Rep Council**

Rep Council is on Tuesday, March 19 at DCIS Baker from 4:30 pm - 6 pm. Election ballots will be distributed. We need all reps to attend and pick up their DCTA election materials.

**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](#).

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**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.

Save the Date: May 1st!

Calling all Building Reps and members interested in polishing up their familiarity with the master contract, including the new compensation agreement. Learn how to advocate and enforce the language we all worked to negotiate. We will also be training on how to hold level 1 grievance conversations and how to file level 2 grievances. This training is scheduled from 10 to 4 on Wednesday, May 1st. Details to come.

Volunteers needed for New Educator Welcome Event!

If you enjoy meeting new educators and helping them understand the importance of union membership, come to the New Educator Welcome Event on July 29, 2019. It is an exciting event, where we get our first opportunity to welcome hundreds of new educators into the DCTA family. We have raffles, lunch on the lawn and provide free drinks! Let’s continue to grow our membership as we continue to fight for what’s best for Denver’s students! Please
### Calendar of Events

#### DCTA Board Meeting
- **Date:** Today!
- **Time:** 4:30pm - 6:30pm
- **Location:** DCTA HQ (1500 Grant St)

#### Teal/Makeup Day
- **Date:** Saturday, March 16th
- **Time:**
- **Location:**

#### Rep Council
- **Date:** Tuesday, March 19th
- **Time:** 4:30pm - 6:00pm
- **Location:** DCIS Baker

#### DPS Board Meeting
- **Date:** Thursday, March 21st
- **Time:** 4:00pm - 9:00pm
- **Location:** Emily Griffith, All Purpose Room

Email us at [DCTA@Coloradoea.org](mailto:DCTA@Coloradoea.org) if you are interested.
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