Happy Spring Break,

March 25 - 29, 2019!
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. DCTA’s 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

ACTION ALERT: Support UFCW Members in their fight for a Fair Contract

UFCW Local 7 members authorized a strike last week with more than 92 percent voting to authorize a work stoppage. Labor and management might return to the bargaining table this weekend, according to Colorado Public Radio, though union President Kim Cordova isn’t optimistic a strike can be avoided. “Based on the way negotiations have been going, I don’t feel real confident that the company wants to come to an agreement,” she said.

Tell King Soopers President Dennis Gibson to value his employees: (303) 778-3292 or (614) 359-7829 / dennisgibson@kingsoopers.com.
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!

Salaries 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.

Opportunity to join our LGBTQ Caucus
DCTA members Sean Davis and Bernie Janelle, in collaboration with other locals around the state, are in the process of organizing an LGBTQ Caucus within CEA. The Caucus will look to ramp up the fight for protecting and supporting LGBTQ Educators and Students around the state. We will hold our first meeting at CEA's Delegate Assembly on April 12th. Time and Location TBD. If you are a CEA member that identifies as LGBTQ, and are interested in being part of our Caucus, please fill out the interest form here.

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

School Visits

Last week: McAuliffe Manual, Noel Community Arts, John Amesse, Lake, Cowell, Centennial, Fairview, Columbine, PREP, Whittier, Bruce Randolph, Skinner, Kaiser, Doull, Excel, Pascual, Summit,
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!

Steele, George Washington, Dora Moore
This Week: Smith Elementary, Denver Discovery, Valdez, Barnum, PREP, North, Noel, DCIS, MSLA, Place Bridge, DCIS Fairmont

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 6th 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 24th and/or Sunday, March 31st, 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 6th.

March Rep Council

Rep Council is TONIGHT 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.

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.

Retiring Teachers & SSPs---Join DCTA-R NOW!
Membership in DCTA-Retired provides you with an active, organized proponent voice to support Colorado public schools and our PERA pension benefits. Your participation in DCTA-R will keep you in touch with the statewide and national activities of your peers and your profession. As a member, you will be informed about important issues, such as retirement, medical and insurance benefits. Your eligibility for NEA Member Benefits programs will continue, and you can continue to support your colleagues, public education and children.

Click here to join DCTA-R.

Save the Date: May 1st! Volunteers needed for New Educator
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.

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 email us at DCTA@Coloradoea.org if you are interested.

Calendar of Events

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<th>Event</th>
<th>Date</th>
<th>Time</th>
<th>Location</th>
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<tbody>
<tr>
<td>Rep Council</td>
<td>Today!</td>
<td>4:30pm - 6:00pm</td>
<td>DCIS Baker</td>
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<tr>
<td>DPS Board Meeting</td>
<td>Thursday, March 21st</td>
<td>4:00pm - 9:00pm</td>
<td>Emily Griffith, All Purpose</td>
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