On Saturday, DCTA was awarded the 2019 Organization Leadership Award by the Cesar Chavez Peace and Justice Committee of Denver! Thank you to all who marched with us at this amazing event!

Would you like your Strike edition of the CEA Journal Online?

Members should have

Grant for Arts Education

California Casualty has introduced the Music and Arts Grant to help support art, choir, band, dance,
received the Feb/March CEA Journal in the mail, but you can also share the online version. CEA’s latest quarterly magazine features the DCTA strike, Association legislative priorities, members running for CEA offices, and training of the Teacher Leader Institute.

film, theater, computer arts and graphics, or any K-12 curriculum that employs art for learning. Members can apply here for $250 toward a worthy music, art or performance project. The entry deadline is June 30 with grants to be awarded in September.

Colorado is experiencing an unprecedented teacher shortage and our broken educator evaluation system shares in the blame. Enough is enough, it’s time to respect teachers by giving them time, attention and resources toward students instead of inefficient and
cumbersome evaluations that don’t improve their craft. We are NOT advocating to eliminate evaluations; rather, we want to make the system valuable to educators and administration by:

- Reducing the amount of paperwork and red tape associated with the current evaluation process;
- Providing more time to support student, system, and educator success;
- Reducing the over-reliance on high stakes testing in the evaluation system;
- Enhancing the inclusion of formative, actionable, and timely feedback;
- Increasing flexibility to focus resources on Early Career Educators and focused coaching for all educators.

Our elected officials need to hear directly from educators that the law is inefficient, too time-consuming, and doesn’t provide constructive, actionable feedback to educators. Click here to tell legislators on the House and Senate Education committees their educator evaluation stories.

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.

Win a School Lounge Makeover

California Casualty wants to help transform your school lounge into something extraordinary. Members who enter to win by July 12 could start next year school with the cheerful, restful environment that will be the envy of the district. The California Casualty School Lounge Makeover is valued at $7,500!

“Joy”ful Cruise for Deserving Teachers

In advance of Teacher Appreciation Week in May and the North American debut of ship Norwegian Joy, Norwegian Cruise Line will treat 15 teachers to a seven-day cruise for two and a chance to win $15,000 for their school. Nominate a teacher now who demonstrates a passion for spreading the joy of learning (or nominate yourself!). Once candidates are nominated, cast your votes by April 12 to get them on the ship.

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 (acochnan@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

Last week: McAuliffe Manual, Noel Community Arts, John Amesse, Lake, Cowell, Centennial, Fairview, Columbine,
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!

PREP, Whittier, Bruce Randolph, Skinner, Kaiser, Doull, Excel, Pascual, Summit, 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.

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.

April Rep Council

Rep Council is Tuesday, April 16, at DCIS Baker from 4:30 pm - 6:00 pm. You may return completed DCTA Election Ballots at Rep Council tonight or bring them to the DCTA office, 1500 Grant St., by 6 PM on April 17th. Please do not place them in the school mail as we can’t guarantee that they will be delivered by the deadline. All members are welcome to attend!

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!**

Calling all Building Reps and members interested in polishing up their familiarity with the master contract, including the new compensation agreement. Learn how

**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
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.

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

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Time</th>
<th>Location</th>
</tr>
</thead>
<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 Room</td>
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