Update on Post-Strike Special Ed Directive

On February 20th, you may have received a directive from Special Education Director, Robert Frantum Allen, to "review each student with special needs to determine if there is a need for compensatory services" due to the strike.

DCTA filed a grievance with Denver Public Schools in response to this directive the next day.

After meeting with the district, it's been made clear to us that any and all hours worked...
over the 40 hour week in compliance with the above directive will be compensated. If you worked over 40 hours per week in compliance with the directive to review every student on your caseload for compensatory services, make sure to submit to your school principal for extra pay.

We understand that out of the approximately 10,000 students on IEPs in Denver Public Schools, so far 2 students have been identified as needing compensatory services due to the work stoppage in February.

It's been made clear to DPS officials that requiring this monumental undertaking of all special educators was not only a wasteful and frustrating endeavor, but lacks the forethought and efficiency that a major metropolitan school district should display. We sincerely hope that DPS will be less willing to "build the plane while they fly it" in the future and will instead approach such situations with a more measured attitude.

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

Members should have 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.

**Grant for Arts Education**

California Casualty has introduced the Music and Arts Grant to help support art, choir, band, dance, 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.

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**Open Call for Applications: DCTA Summer Fellowship**

DCTA is seeking a leader in your region for paid summer organizing work. Fellows will receive organizing training and weekly supervision by professional organizers, as they develop relationships across their region with the goal of building sustainable power that can be leveraged next school year. Expectations for fellows include around 20 hours per week of: training, supervision, 1:1 conversations with parents, community, and educators, and participation in a learning cohort.

If you're interested in applying for the fellowship, send an email to dcta@coloradoea.org with Summer Fellowship Application in the subject line. In the email, include your name, school, past organizing experience, and why you're interested in the program. Incomplete applications will not be considered. Please consider whether you intend to remain in the district for the foreseeable future before applying.
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.
DCTA Elections

All ballots have been distributed. Your building should have held its election or should be holding an election soon. Completed ballots MUST be returned to the DCTA office by 6pm on Wednesday, April 17th to be counted or they can be submitted at Rep Council on Tuesday, April 16.

Please be sure to include your sign in sheets with the ballots!

Have you been assaulted at work? Has someone made false allegations of assault against you?

A group of concerned DCTA members want to hear from you if DPS is failing to keep you safe from assaults and false allegations. The DCTA agreement has specific language regarding how these situations should be handled; however, we hear often that it’s just not happening. If you have a story to share, write to us at DCTA@coloradoea.org with ASSAULTS/FALSE ALLEGATIONS in the subject line. Include your name and school with your story.

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: Goldrick, Abraham Lincoln High School, West Leadership, McAuliffe International, Denver Discovery, Escalante Biggs, Cheltenham, Colfax, DSISD, East High School, Swansea, Southmoor, Stephen Knight, Shoemaker, Place Bridge

This Week: Cheltenham, College View, Schmitt, MSLA, Abraham Lincoln High School, Smith, DDS, MLK Early College, PREP, Bruce Randolph, East High School, Swansea, Acoma Campus, Lowry, Palmer, Cory, University Park
Our next lobby day is Friday, April 12!
IF you are interested in taking a Union day to meet with legislators at the capitol and advocate for educators, please email DCTA@Coloradoea.org so we can provide you the information to cover your sub pay.

Open Enrollment for Health Benefits Coming Soon!

Open Enrollment, the time when DPS team members elect benefits for the following year, will take place April 22 through May 10. This year is an active enrollment year, which means all benefits-eligible employees must take action.

We are happy to announce that for the first time in over ten years, health insurance rates will not increase!

Plan to waive? You need to take action!
Happy with your coverage? You need to take action!
Have new needs/goals? You need to take action!

Click here for details and for a step-by-step guide.

April Rep Council

Rep Council is Tuesday, April 16, at DCIS Baker from 4:30 pm - 6:00 pm. This is an opportunity to return completed DCTA Election Ballots. Please do not place them in the school mail as we can’t guarantee that they will be delivered by the deadline.

DPS Benefits Representative Sarah Hoffman will attend this meeting to discuss healthcare options as everyone is required to submit their preference during open enrollment. All
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 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 email us at DCTA@Coloradoea.org if you are interested.

Calendar of Events
### DCTA Board Meeting

**Date**: Today!

**Time**: 4:30pm - 6:30pm

**Location**: DCTA Headquarters

### DAEOP NW Regional Meeting

**Date**: Wednesday, April 10th

**Time**: 4:00pm - 5:00pm

**Location**: Corky Gonzalez Library

### DAEOP NE Regional Meeting

**Date**: Thursday, April 11th

**Time**: 4:00pm - 5:00pm

**Location**: Montbello Public Library

### CEA Lobby Day

**Date**: Friday, April 12th

**Time**: 8:00am - 4:00pm

**Location**: CEA Headquarters

(303) 243-5221
dcta@coloradoea.org

www.denverteachers.org