April Rep Council

Rep Council is today, 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 tomorrow, April 17th. Please do not place them in the school mail as we can’t guarantee that they will be delivered by the deadline. If there is no way you are able to deliver your ballots by the deadline, please email us immediately so we can collect them.

DPS Benefits Representative Sarah Hoffman will be in attendance to discuss healthcare options. Everyone is required to submit their preference during open enrollment this year even if they’re waiving benefits. All members are welcome to attend!

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.

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.
Tell the Board to "Let Them Unionize"!

For over a year now, two employee groups have been trying to unionize in DPS. Their progress has been blocked by the DPS Board who claims to be "making a policy" about the unionizing process. Your colleagues, the Sign Language Interpreters and CTE Protechs are fed up with waiting on a district that doesn’t respect their legal right to unionize.

A third group, the Building and Grounds workers, although already unionized voted to affiliate with CEA weeks ago, and yet the district refuses to recognize their affiliation.

It’s time for DPS to respect its workers by recognizing their legal right to collectively bargain and creating a policy for groups to use. We’re going to the School Board on April 25th at 5pm in solidarity to demand better treatment for professionals in DPS! Email the School Board and join us at the Emily Griffith Building (1860 Lincoln St.)!

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!

DCTA Recommends Holding Rep Elections Soon

We advise you to hold your DCTA Building Rep elections soon. There are a limited number of non-student contact days scheduled for the 2019-2020 school year. Avoid the possibility of not having days left for teacher-directed planning. If you wait until the next school year begins, your administrator may use the majority during the first week back. DPS has already blocked out 3 of the non-student contact days, leaving only 8.5 days throughout the year from which to schedule your 5 teacher-directed planning days. See next year’s calendar here.

Collaborate Results

Many of you have been wondering when you will get feedback on the CollaboRATE surveys you completed. Results were released last week (delayed due to the strike). Administrators have been encouraged to share results with their School Leadership Teams, but are not required to do so. However, there is nothing prohibiting school leaders from sharing the details. Please request this information from the members of your SLT.

If you don’t think this is right, email Susana_Cordova@DPSK12.org and copy DCTA@Coloradoea.org.
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

School Visits

Last week: Lowry, Palmer, Cory, C3, Merrill, University Park, Bruce Randolph, Acoma Campus, Emily Griffith Campus, Smith, Denver Discovery, Isabella Bird, DCIS Montbello, Noel Community Arts School, Cheltenham, ALHS, Kaiser, College View, Kunsmiller, Kepner Beacon
should make your administrators aware of how many of these hours taken away from teaching are impacting your SLOs!


Educator Library Cards

Denver Public Library is launching a library card for educators in August of 2019. This is so educators can request more materials, check them out for longer periods of time, and keep items for their classrooms off of their personal cards. They also offer curated book sets, book lists, and other resources for teachers. Check them out here!

NEA Honors Social Justice Activism

Recognize a fellow member who demonstrates the ability to lead, organize and engage others to advocate on social and racial justice issues. Nominations are open for NEA’s Social Justice Activist Award, now through April 30. All finalists will be supported to attend and address attendees at the Racial and Social Justice Conference in Houston, July 1-2. See the nomination guidelines here.

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.

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.

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**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 members are welcome to attend!

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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.

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**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](view.email.nea.org/?qs=1b81b8919523db18b5db4e9b940fa741f701a49605ed3f3fceb7e8b63ddcf8c8d5602dc8fe6b838977a123efdea43a78b9d3acfd95c6c1c1_8) to join DCTA-R.

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**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.

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**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](mailto:DCTA@Coloradoea.org) if you are interested.

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**Calendar of Events**
## Rep Council

<table>
<thead>
<tr>
<th>Date</th>
<th>Today!</th>
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<tbody>
<tr>
<td>Time</td>
<td>4:30pm - 6:30pm</td>
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<tr>
<td>Location</td>
<td>DCIS Baker</td>
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## Denver School Board Candidate Forum

<table>
<thead>
<tr>
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<th>Thursday, April 18th</th>
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<tbody>
<tr>
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## Let Them Unionize Board Action

<table>
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<tr>
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<tbody>
<tr>
<td>Time</td>
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<tr>
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## DAEOP Bargaining Kick-Off

<table>
<thead>
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<tbody>
<tr>
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<tr>
<td>Location</td>
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