Salary Placement

Thank you to everyone who has reached out with concerns on salary setting. One of the reasons that we asked for letters to be sent this spring is so that everyone would have an opportunity to make sure the District had them in the correct placement before the new system takes effect on August 1, so that everyone’s check is correct the first time.

We have heard reports that many letters are incorrect. Please fill out the form the District
has sent with the letter as soon as possible. We know this process is frustrating, but it is the best way to ensure that everyone is paid correctly. We have been told by the District that they are working as diligently as possible to respond back. Once you receive your response back, feel free to reach out to your UD or rep about next steps if you still believe your salary to be incorrect.

Finally, if you do not receive a letter by the close of business TODAY, immediately email HR and let them know.

Again, we understand how frustrating this process can be. It is imperative that we do everything we can to make sure everyone is placed correctly on our new schedule.

Click here to view the new Master Agreement with the new compensation system (Article 30)

Update on ELA PDUs

After discussion with the District on required ELA classes, the two sides have developed the following update for ELA PDUs:

For all those taking ELA PDUs this Spring, You will receive one credit, effective Aug. 1, for each ELA class (104, 105A or B, 201 or 202) completed this spring. This means you will start the 2019-20 school year with ELA credits. For example, if you are completing 201 and 202 this spring, you will start the 2019-20 school year with two credits that can be applied towards a future grade change on the new salary schedule. ELA credits that were completed before Jan. 19 have already been applied to your current base salary or have been banked as PDUs and will be paid out in November 2019. Spring 2019 credits will not be reflected on your individual initial salary placement letter because those credits have not yet been completed.
Open Enrollment for Health Benefits Coming Soon!

Open Enrollment, the time when DPS team members elect benefits for the following year, began yesterday and will be open 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.

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.

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.

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

DCTA Member in USA Today!
This morning, the USA Today published an article highlighting the story of DCTA Member Dana Berge. Dana was a member of the DCTA Bargaining Team for compensation negotiations

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
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!

and is a teacher at Pascal Ledoux. You can read the full article here.

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.

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.

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.
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
### Special Rep Council Meeting

**Date**: Today!

**Time**: 4:30pm

**Location**: DCIS Baker

### Rep Training

**Date**: Wednesday, May 1st

**Time**: 10:00am - 4:00pm

**Location**: Pipefitter's Union Hall

### DCTA Board Meeting

**Date**: Tuesday, May 14th

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

**Location**: DCTA Headquarters

### DPS Board Meeting

**Date**: Thursday, May 16th

**Time**: 4:30pm-7:00pm

**Location**: Emily Griffith

(303) 243-5221
dcta@coloradoea.org

www.denverteachers.org

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