Thank you, teachers, for fighting for what students need.

Happy Teacher Appreciation Week!
DCTA Wins AFT Colorado Award

This weekend, Chief Spokesperson Rob Gould accepted the AFT Colorado Friend of Public Education Award on behalf of DCTA. DCTA was nominated for this award due to your hard work during compensation negotiations! In her nomination letter, Kallie Leyba, President of the Douglas County Federation said,

"AFT Colorado’s members benefit from DCTA’s brave actions. Administrators everywhere are watching, as are politicians and voters. We all know, unions raise wages not only for their bargaining units, but for workers all around them. The attention their strike brought to education funding in Colorado will have an impact for years to come. Denver Public Schools is talking about joining with DCTA to continue the fight at the State level, and voters statewide have a new look at what happens when teachers and staff are not
compensated appropriately. DCTA has moved the needle even more since our last election and amendment 73."

Thank you to Douglas County Federation and to AFT Colorado for honoring the work of our members with this award!

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

DCTA member Rachel Sandoval testified before the Senate Education Committee on behalf of CEA in support of HB-1194 to ensure suspensions and expulsions of our youngest students are not part of the school-to-prison pipeline. The bill does not stop suspensions and expulsions but attempts to ensure that they are a more focused tool. HB-1194, which had previously passed the House, will go to the full Senate after the successful committee vote.

Is Your Career at Risk?

As the end of the year approaches, we want to make sure that you are aware of two situations in which you should take action regarding your LEAP scores.

Loss of non-probationary status. Under current Colorado law, any non-probationary teacher who receives two consecutive years of less than effective ratings (approaching or not meeting) is at risk of losing their non-probationary status. If this is your second year, please contact DCTA right now for advice on how to appeal this rating. If you fail to act, you will become a probationary teacher in the fall and may be nonrenewed next spring. This is something you must take seriously.

Decision Box. Do you feel that your approaching rating was inappropriate? Were you in a "decision box?" Did your evaluator give you the lower score? You need to act immediately, whether you are probationary or non-probationary, even if this is the first year for your rating. Please contact DCTA for advice on the redress process as soon as possible.
Open Enrollment for Health Benefits Closes MAY 10!

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.
Bike Giveaway at Godsman

Yesterday, at an event in partnership with UnitedHealthcare, the Dreambuilders Foundation, and Denver Bronco Ja’Wuan James, Godsman fifth graders were surprised with brand new bicycles! During the assembly, Ja’Wuan James spoke about commitment and the importance of playing outside. In total, 70 bikes were given away.

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.

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.
Share Your Feedback on How to Improve LEAP

The LEAP Collaborative Committee (LCC) is seeking teacher feedback on ways to improve our LEAP system. The LCC is comprised of DPS and Denver Classroom Teacher Association (DCTA) members and focuses on how we can build trust into the system while ensuring that LEAP is about growth and not just evaluation. Recently, the committee was able to make a joint decision in creating the second administration of the Student Perception Survey.

Click **here** to share your feedback on how we can assist you and improve your experience with LEAP. For more information, visit the [LCC Google page](#).
**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](#)!

**CO Legislative Wrap-Up - 2 Steps Forward, 1 Step Back**

The Colorado Legislature wrapped up their 2019 session last week and education was a hot button issue at the state house. The Legislature took action to make full-day kindergarten free for all Colorado families and decrease the debt owed to schools by another $100 million. Unfortunately, lawmakers still left education underfunded by hundreds of millions of dollars and refused to take a stand to reform Colorado’s broken teacher evaluation system. You can read more on the highlights from this session at [Chalkbeat](#).

**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.

---

**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](http://view.email.nea.org/?qs=bb614c28d52c8ce9143edc654dcca25c388ec85c71c766107263167299a7a310450fa0fa16b00ae968021237e820d02a5c75f840b8f2eb42…9/11) 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

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Time</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>DCTA Board Meeting</td>
<td>Tuesday, May 14th</td>
<td>4:30pm - 6:30pm</td>
<td>DCTA Headquarters</td>
</tr>
<tr>
<td>DPS Board Meeting</td>
<td>Thursday, May 16th</td>
<td>4:30pm - 7:00pm</td>
<td>Emily Griffith</td>
</tr>
<tr>
<td>Rep Council</td>
<td>Tuesday, May 21st</td>
<td>4:30pm - 6:00pm</td>
<td>DCIS Baker</td>
</tr>
<tr>
<td>Summer Member Organizing Fellowship Application Due</td>
<td>Wednesday, May 29th</td>
<td>Time</td>
<td>Location</td>
</tr>
</tbody>
</table>