What to Do if You are Non-Renewed?

As the school year winds down, unfortunately, many educators have already or will soon receive notice that the District has non-renewed them. Here is our advice if this happens to you.

1. 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.

2. 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.

3. 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.” DPS denies all claims for unemployment, so 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.

4. It is important to maintain your CEA/NEA membership in case we need to seek legal help for you.

5. If you believe you are in fact, a non-probationary teacher, contact DCTA immediately.

6. 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.
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.

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**ELECTIONS**

**DCTA Recommends Holding Rep Elections Soon**

We advise you to hold your DCTA Building Rep elections before year’s end. 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](#).
DCTA needs YOU, Yes YOU! Volunteer for the New Educator Welcome event, July 29

Every year DPS hires hundreds of new teachers who don’t know what you know: the importance of union membership. We need experienced educators like you to welcome and share your experiences with them. Come represent DCTA at this summer’s New Educator Welcome. Be the first to meet the newest DPS teachers and share with them the benefits of being members of their union! It is a fun-filled day at the Auraria Campus this year. Volunteers can spend the entire day, or volunteer for the morning or afternoon, and join us afterward for free drinks and appetizers. Lunch and Parking is included. Tell your friends and colleagues to join you on July 29th to help DCTA’s membership recruitment. RSVP by emailing DCTA@coloradoea.org. We will have a short training for volunteers on July 25th at the CEA Building, 1500 Grant St.

Time is Running Out: 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!

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](#)!

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**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](#).

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**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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**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.

Salary Setting Letters are Still Coming!

In order to prepare for the transition to our new salary system, DPS has been 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 fill out the form provided by the District as soon as possible!

Calendar of Events

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