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.
CDE is accepting nominations for the 2020 Colorado Teacher of the Year now through July 10. Fill out the form to nominate an exceptionally dedicated, knowledgeable, and skilled K-12 classroom teacher to represent the entire profession in the state.

The Colorado Teacher of the Year program is our state’s oldest and most prestigious honors program which recognizes the contributions of the classroom teacher. The selected teacher is also our state’s nominee to become the National Teacher of the Year.

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.

Click Here to view the new Master Agreement!

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.

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**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. Please notify us of the results of your elections so we can reach out to new reps and invite them to trainings. If you are a rep, and are moving to another school, let us know so we can update our records.

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CEA is accepting self-nominations for the CEA Ambassador Fellowship program now for both mentors and fellows. The Ambassador Fellowship enables our outstanding teachers and education support professionals to stand at the forefront of our movement.
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!

Everyone should have received their Salary Setting Letters!

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 let them know as soon as possible. Instructions on how to do so will be included in the letter!

These salary setting letters were sent in waves. By now everyone should have received one. If you did not, please email Ellen_Rehmar@dpsk12.org

If your raise is less than the COLA (2.19%) you should fall into the hold harmless portion of the agreement. Make sure to contest your salary through the Google form the District provided to get this corrected!
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](#)!

School Visits

Last week: Hill Campus, Green Valley Elementary, Sandra Todd Williams, Escalante Biggs, Noel Community Arts, Kaiser, Kunsmiller, Lincoln High, Schmitt, Johnson, Valverde, College View, DCIS, West Leadership, Swansea, Cole Arts and Science, Trevista, Beach Court, North High

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.

Congratulations to our Members Who are About to Retire!

DCTA thanks you for your membership, activism and years of serving Denver’s kids. We wish you a happy retirement and invite you to volunteer at DCTA. Did you know we have a Retired unit? See below!

Will this be one of the LAST Slates you will ever receive?

The answer is “YES” if you are retiring and you have not joined NEA/CEA/DCTA Retired (DCTA-R).

Why join NEA/CEA/DCTA-R?
• Continue to receive updates regarding the state of Denver Public Schools.
• Get involved in School Board elections.
• Stay informed about PERA, health benefits, Social Security, Medicare, pension protection, and other retirement security concerns.
• Improve public education through mentoring and intergenerational programs and activities.
• Get political updates of what is happening at the State Capital.
• Enjoy activities with former colleagues and new friends.
• Volunteer in community-based programs and/or political action.
• Participate in national and regional conferences and seminars.
• Continue your eligibility for Legal Services (this is important if you are planning to substitute)
• Receive a wide range of benefits through NEA Member Benefits.
• Retain your California Casualty Insurance.

Click here now to join DCTA-R.

Calendar of Events

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rep Council</td>
<td>Today!</td>
<td>4:30pm - 6:00pm</td>
<td>DCIS Baker</td>
<td></td>
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<tr>
<td>DAEOP Bargaining</td>
<td>Thursday, May 23rd</td>
<td>3:00pm - 6:00pm</td>
<td>Acoma Campus</td>
<td></td>
</tr>
</tbody>
</table>
District 5 School Board Meet & Greet

Date       Thursday, May 23rd
Time       4:30pm - 6:00pm
Location   Skinner Middle School

(303) 243-5221
dcta@coloradoea.org

www.denverteachers.org

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Email published by the Colorado Education Association
1500 Grant Street, Denver, CO 80203
Ph: 303-837-1500; Fax: 303-864-1685