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May 28, 2019



# Congratulations!

This Slate is the last of the 2018-2019 school year, and we just wanted to start by saying a big **CONGRATULATIONS** to every DCTA member!

This school year was an historic year in Denver. Teachers and SSPs across the city stood up, took action, and made a huge impact. Together, we contributed to a national movement in which educators all over the country are standing up and fighting for their students and their professions.

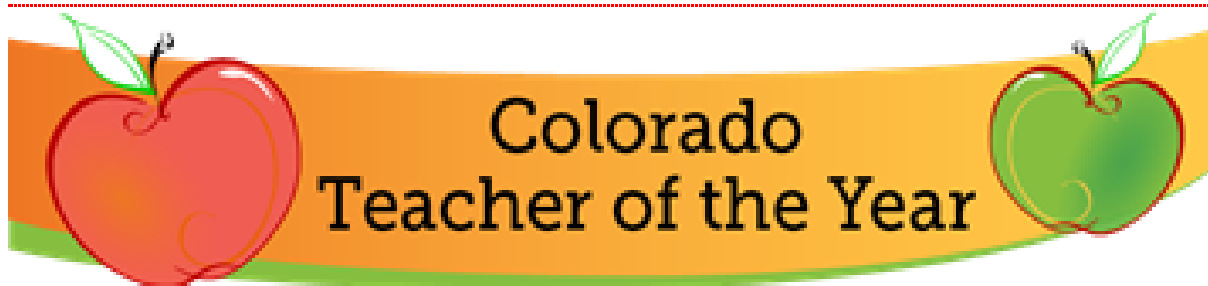
During the 2019-2020 school year, we cannot wait to continue the momentum that we

have built over the last two contract campaigns to create the schools Denver students deserve!



### 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](mailto:DCTA@coloradoea.org). We will have a short training for volunteers on July 25<sup>th</sup> 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 layoffs 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.



**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!

### 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 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.](#)

(303) 243-5221  
dcta@coloradoea.org



[www.denverteachers.org](http://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