DCTA Welcomes CTE Protech Educators

CTE Protech Instructors, primarily career and tech teachers, have always worked alongside of their DCTA counterparts but were labeled as CTE Protechs and were not eligible for DCTA membership. Thanks to the efforts of Stacey Hervey, Cory Gilstrap, Steven Fling, and Art Padilla and the many hours they spent bargaining with the district, DCTA and the district have signed a memorandum of understanding (MOU) incorporating CTE Protech Instructors into our bargaining unit. The MOU allows CTE Protech Instructors to be members and provides them the rights and protections of other teachers.

Does Your School Need an SLT Training?

If you or someone at your school does not know the responsibilities of your School Leadership Team, it is important that you contact DCTA and invite us to provide a training. Email us at DCTA@coloradoea.org

You and CO Law: You are a Mandatory Reporter.

Under Colorado law, teachers, SSPs, and other school employees are mandatory reporters. If you have reasonable cause to know or suspect that a child has been subjected to abuse or neglect, or you observed the child being subjected to circumstances or conditions that would reasonably result in abuse or neglect YOU MUST REPORT IT IMMEDIATELY.
You must report to the police, to social services or through the Colorado Child Abuse and Neglect hotline 1-844-CO-4-KIDS [1-844-264-5437]. It is not sufficient to report to your principal or any other DPS employee. What do you do if the suspected abuser is not a family member -- what if it is another student? Call the Police.

Failure to report child abuse can mean that you are charged with a crime, sued for damages, lose your job! What if you were mistaken? If you made the report in good faith, you are protected under Colorado law.

T-Shirt Tuesdays

Show your union pride! Wear your DCTA t-shirt on Tuesdays and email us your pictures. Don’t have a DCTA t-shirt? Let your Building Rep know or email the DCTA office at DCTA@coloradoea.org

Building Representative Training

Wednesday, Sept. 18th, DCTA is hosting a training for all building Association Representatives at the CEA building, 1500 Grant St. This training is for all new building representatives as well as for all
AR’s who have not attended a training in the past two years. Please click on the button below to RSVP for this training.

You will use a union day to attend. Please notify your principal of your attendance and put in your absence in the sub system. Contact your Uniserv Director or our DCTA offices for the code.  
#DCTAstrong

RSVP

Bryant-Webster Press Conference Creates Change!

A week ago, DCTA educators of Bryant-Webster hosted a press conference outside of school with school board member, Jen Bacon, to share the needs of our buildings experiencing extreme heat at the beginning of the year. Educators across Denver wrote letters to their school board representatives requesting that they attend their schools to experience the heat. Jennifer Bacon, Carrie Olson and Angela Cobian visited neighborhood schools and responded to the call to join with DPS and implement cooling systems in our buildings that are too hot to learn.

The day following the press conference, Bryant-Webster received a delivery to assist with the heat. It is a small step towards creating cooling systems for our schools that work. Through direct action, DCTA members brought a start to enhancing cooling systems for their schools and bringing needed attention to the critical issue of schools that are too hot to learn!

Alex Nelson, Building Representative at Bryant-Webster stands next to their new cooling fan.
Do you want more power for teachers, parents, students, and community members? Then join us on October 3rd for the founding convention of Coloradans for the Common Good, a new organization that is forming to build power for working people and their families in Colorado. Coloradans for the Common Good is an organization made up of over 20 unions, congregations, and civic organizations. We are coming together around our shared values and vision to build more power for every day people in Colorado. Come see what Coloradans for the Common Good has in store for Denver politics and hear school board candidates respond to proposals from teachers and community. The meeting will be held Thursday, October 3rd from 7:00-8:30pm at Manual High School. Join us!

**RSVP**

What Happened to Form C Credits?

Before the original ProComp salary system, Denver educators were paid according to the “Traditional” salary schedule. That salary schedule allowed educators to earn horizontal “lane” movement through a variety of means. One of the ways educators could move lanes was through Form C credits. The thoughtful magic behind Form C credits was that they were designed for educators who planned to spend their career with DPS. While Form C credits functioned the same with respect to salary movement, they were less expensive than university credits.

This school year, we have finally returned to a salary scheduled modeled after that Traditional salary schedule. Some veteran DPS educators had earned lane movement on the Traditional salary schedule via Form C/PDU credits that was not included in salary setting.

If you were ever on the Traditional salary schedule and have concerns about your salary setting this year, please contact the DCTA offices or your UniServ Director. We’ll have some questions for you in order to determine whether your circumstances fit the scope of the grievance DCTA is currently pursuing, so please have your documentation ready.

**PDU Guidelines Updated Based on Our New Agreement**

A Professional Development Unit (PDU) is differentiated, action research learning with application to practice designed to support teachers and SSPs to improve or acquire skills focused on topics of student need, including closing the opportunity gap.

PDU information can be found on the Commons: [http://thecommons.dpsk12.org/Page/932](http://thecommons.dpsk12.org/Page/932)

The new guidelines state:
• How the course of study of at least 45 hours will be allocated among three components - study, demonstration, and reflection:
  ◦ The demonstration portion of the PDU may occur during educator contract hours; other components must occur outside of educator contract hours;
  ◦ As part of the 45 hours, PDUs should include a minimum of 20 hours of cohort learning, occurring on an ongoing and frequent basis. Cohort learning can occur in person or using technology to connect.

While some of the PDU components must occur outside the regular work day, the demonstration component can occur within regular contract hours. This means that time that you spend implementing your learning can be part of your PDU time. For example, you may spend time learning about Trauma informed practices during a cohort group, try out some new skills or lessons with your students and then reflect on your practice later in the day. PDUs are action research that should benefit your teaching and ultimately your students.

The new PDU Guidelines can be found here: https://docs.google.com/document/d/1FndrRnFIdcEt6wU4W_ocxdc0EKszW0wKJFaw4LgfF4/edit

Calendar of Events

<table>
<thead>
<tr>
<th>DCTA Board Of Directors</th>
<th>Rep Council</th>
</tr>
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<tbody>
<tr>
<td>Appointments of new DCTA Secretary and Committee Members</td>
<td>Turn in Ballots at Rep Council or by 6 p.m. September 18. at the DCTA Office.</td>
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<tr>
<td><strong>Date</strong></td>
<td><strong>Date</strong></td>
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<tr>
<td>Tuesday, September 10th</td>
<td>Tuesday, September 17th</td>
</tr>
<tr>
<td><strong>Time</strong></td>
<td>04:30 pm - 06:00 pm</td>
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<tr>
<td><strong>Location</strong></td>
<td>DCTA 1500 Grant Street</td>
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**Rep Training**
Are you a new Association Rep who needs training or are you a member who wants to be better informed and more involved? Contact your Uniserv Director and join us!

<table>
<thead>
<tr>
<th><strong>Date</strong></th>
<th>Wednesday, September 18th</th>
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<tbody>
<tr>
<td><strong>Time</strong></td>
<td>10:00 pm - 4:00 pm</td>
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<tr>
<td><strong>Location</strong></td>
<td>DCTA 1500 Grant Street</td>
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**DPS School Board Meeting**
Come see the school board meeting and public comment.

<table>
<thead>
<tr>
<th><strong>Date</strong></th>
<th>Thursday, September 19th</th>
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<tbody>
<tr>
<td><strong>Time</strong></td>
<td>04:30 pm - 08:00 pm</td>
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<tr>
<td><strong>Location</strong></td>
<td>EMILY GRIFFITH CAMPUS, 1860 LINCOLN STREET</td>
</tr>
</tbody>
</table>

(303) 243-5221  
dcta@coloradoea.org