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October 8, 2019



## DCTA Membership Approaching 4,000!

Thanks to all of you, our membership continues to grow and we are close to having 4,000 DCTA Members. Please continue to ask your colleagues to join DCTA and help push our membership over 4,000. As an added incentive, DCTA will bring breakfast to the school that signs up our 4,000th member.

**Name It. Claim It. Stop It.**

October is National Bullying Prevention month. Watch and share this video from [NEA Ed Justice](#) to support students experiencing bias and hate in their schools. Start the conversation on the role we can play to protect our students' right to learn and thrive in a safe and welcoming environment.

## Election Do's and Don'ts

We are in the heart of election season and although you are allowed to support candidates and issues on your personal time however you see fit, there are a few rules that need to be followed while at work that are listed below.

### *School District Employees may during work time:*

1. Respond to unsolicited questions regarding candidates or a ballot issue. The answer should give facts, if they are available, not opinion or speculation, and should not urge a particular vote.
2. With the consent of your school leader, host a forum to allow students to hear from candidates or ballot initiative proponents and opponents. If you choose to do so, you must ensure that all candidates are invited and that all are given an equal opportunity to present their views.

### *School District Employees cannot:*

1. Use or expend district funds or supplies to support or oppose any ballot issue or candidate.
2. Grant an employee leave from his or her job or office with the district, with pay, to work on a campaign.
3. Send campaign materials home with students or ask students to work on a campaign to support or oppose a ballot issue or candidate.
4. Allow or direct employees to assist directly or indirectly on a campaign during working hours. Work time includes any time that the employee is performing a duty at the office, a school, school activity (e.g. football game, parent night), etc.
5. Use school printing and copying facilities, email, school mailboxes, telephones, bulk-mailing permits, or other district equipment or resources to advocate in favor of or against a ballot issue or candidate.
6. Use district websites or social media sites such as a school's Facebook page to support or oppose a ballot issue or candidate, publish candidate or ballot measure campaign materials, or link to candidate or campaign-sponsored websites.
7. Provide transportation or advertising that utilizes public property or funds for the purpose of influencing, directly or indirectly, the passage or defeat of a ballot issue or candidate.
8. Collect money from colleagues at work in support of a candidate or ballot issue.
9. Distribute campaign literature at the office, a school, on school grounds or at school-sponsored activities or events.
10. Permit students, employees, parents, or parent-school entities to distribute campaign materials or engage in campaign activities during the course of the regular school day within the school building or at school-sponsored activities.
11. Wear t-shirts, campaign buttons, or display other such campaign materials on school grounds during the course of the school day or at school-sponsored activities.



## South Park EA Sets Strike Date

South Park EA has set Monday, Oct. 14 as the strike date if they don't reach an agreement with the district this week. One of the many ways we can demonstrate our collective power is by pledging money to their strike fund, either individually or as local associations. The DCTA Board will be discussing contributing to their strike fund as an organization but individuals are also encouraged to pledge. The money raised will support striking educators who will be without income for the duration of a strike. Make a pledge [at this link](#) - right now, only pledges are needed. Reach out to **Misty Hart** ([mhart@coloradoea.org](mailto:mhart@coloradoea.org)) with any questions.

## Fall Member Forums Are Coming Your Way

CEA President **Amie Baca-Oehlert**, Vice President **Kevin Vick**, and Secretary-Treasurer **Amber Wilson** will start their road trip across our locals this week, hearing directly from members to:

1. Get clear on our demand for a statewide week of action (specifically, what are we fighting for?);
2. Get clear on our target (exactly who in the legislature has the power to give us what we want?);
3. Get clear on our strategy to win (how far are you willing to go to help us win?).

The Denver Fall Member Forum will be on November 7th with more details to come.

## Know Your Contract

## **Article 5-5 School Leadership Team**

The SLT consists of:

- Principal
- DCTA Rep1 teacher appointed by the Principal
- 3 annually elected teachers that represent a cross section of the staff

The purpose of the SLT is to:

- Review data related to the UIP and help develop the UIP
- Review and help to design the school's schedule, including student, teacher, professional development plan, lack of sub contingency plan, and operational functions of the school (i.e. committee meetings)

The SLT also:

- Helps to implement the instructional programs of the school
- Identifies strategies for increasing enrollment
- Helps to develop communication strategies for reporting student progress
- Helps to implement best practice in regard to instruction
- Identifies non-essential work requirements with the intention of reducing them
- Plans the school – wide learning and observation cycles
- Reviews and either grants or denies requests by teachers to substitute professional development

The SLT makes decisions:

- By consensus
- The principal will break a tie if consensus can't be reached

Additional Info:

- SLT responsibilities may be designated to another committee; however, **the designated committee must report to the SLT for approval of any and all decisions**
- The ILT may not fulfill SLT responsibilities unless the SLT has agreed to designate specific responsibilities to the ILT
- The ILT and the SLT should not meet together, except when the ILT is presenting designated responsibilities to the SLT for approval

## **Take the New READ Act Survey**

The Colorado Department of Education is seeking informal stakeholder feedback on draft rule changes to Colorado's Reading to Ensure Academic Development (READ) Act. Find details and take the survey [from this page](#), now through **Fri., Oct. 18**. Educator input is needed on new rules to better serve students with a significant reading deficiency and to demonstrate K-3 teachers have successfully completed evidence-based training in teaching reading. The department will review the feedback from the survey prior to finalizing the proposed rule changes for notice at the November State Board of Education

meeting.

## Calendar of Events



### DCTA Board of Directors

The DCTA Board will discuss Special Education recommendations and DCTA Committees.

**Date** Tuesday, October 8th

**Time** 04:30 pm - 07:30 pm

**Location** DCTA 1500 Grant Street

### DCTA Rep Council

Come discuss new bylaws and have some lasagna for dinner.

**Date** Tuesday, September 15th

**Time** 04:30 pm - 06:30 pm

**Location** East High School Cafeteria  
1600 City Park Esplanade

### Thank You Party for Henry Roman

Come and celebrate Henry's 10 years as DCTA President.

### CEA Fall Member Forum

Help shape CEA's day of action.

**Date** Thursday, November 7th

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**Date** Friday, October 11th

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**Time** 05:00 pm - 07:00 pm

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**Time** 04:30 pm - 9:00 pm

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**Location** TBD

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**Location** 3810 N Williams Denver 80205

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