Ballots have gone out! Together, educators are a force! Remember to drop off or mail in your ballots so they arrive by November 5th!
Striking into Week Two

The South Park Education Association unanimously decided to continue striking yesterday for their students’ futures. The vote at the member meeting follows resounding community scorn for the District’s lack of transparency at last Thursday’s public school board meeting, SPEA’s unanimous rejection Saturday of the District’s inadequate “take it or leave it” offer, and a spirited community meeting Sunday showing overwhelming support for Park County educators. “No educator wants to be on strike, but we care too much about the future of this District to cave into the demands of a lame-duck school board majority. Their days are numbered and they should step down now to let real leaders, who care about our educators and students, step in and make impactful decisions about our long-term future,” said SPEA President Taya Mastrobuono, an elementary school teacher. Read the latest press release here.

Donate to the SPEA Strike Fund
You can contribute to the strike fund in the following ways:

1. Through PayPal or by credit card at this link.
2. By check - make checks out to Colorado Education Association and put SPEA Strike in the memo. Send checks to: SPEA Strike Fund
   c/o Colorado Education Association
   1500 Grant Street, Denver, CO 80203
3. By EFT using the following information:
   Routing number: 021052053
   Account Number: 59282091

All funds collected will be used to support striking South Park educators to make up for lost pay and to support them in buying groceries, paying bills, etc. Any funds collected more than 30 days after teachers return to work will be returned. Any funds not distributed within 30
days after teachers return to work will be divided up equally and returned to donors. Please note: if you are sending a large donation, a check is preferable as PayPal charges a fee.

**Striking in Chicago**

While the SPEA strike went into Day 8, it was Day 3 today for teachers in Chicago. Our union sisters and brothers in the Windy City are fighting for better pay and benefits, fully staffed schools, smaller class sizes, and justice for students and families (including affordable housing, sanctuary schools, Community Schools and restorative justice). Check out this page from the Chicago Teachers Union to learn more about the issues at stake in the fight for a contract Chicago deserves.

**Interested In Joining CPAC?**

The Community Planning and Advisory Committee (CPAC) is a group of 60-70 community members who are charged with assembling the 2020 bond/mill package that will go to the Board of Education for approval prior to being put on the November 2020 ballot. This group of individuals hears staff recommendations, asks the tough questions, and determines priorities for potential future funds. The CPAC will meet from late January through June to hear staff recommendations and build a recommendation for funding to present to the Board of Education. Each CPAC member will also participate in a sub-committee that will do a deep dive into a specific funding area (ie maintenance, capacity, technology, etc). Apply to serve on CPAC by clicking below.
DUU Holiday Celebration-Save The Date

You are cordially invited to attend our annual Winter Holiday Party where we get to celebrate YOU! This year our family has grown to include Warehouse, Building and Grounds Workers, Facility Managers, Sign Language Interpreters, and CTE Protechs as well as our Office Professionals and Educators. Please come and share some time.
with friends old and new. The food is delicious every year, and the secret is out: we serve adult beverages.

Join us on Tuesday, December 17th at 4:30 p.m. in the CEA Board Room, 4th floor of the DCTA Office/CEA building (1500 Grant St). Hope to see you there! RSVP here so we know how much food to order.

**What is a Professional Development Unit (PDU)?**

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. This is learning beyond opportunities provided during contract hours and provides educators with the autonomy to opt in to additional development to continue to advance their professional practice.

PDUs have 3 components – Study, Demonstration, and Reflection, completed through a 45 hour (minimum) course of study. The action research learning involves study of a topic that will benefit student growth, with simultaneous application of the learning content towards a specific problem of practice. The experiential learning afforded by PDUs empowers educators to demonstrate the implementation of the best instructional practices, and reflect on learning, change in practice, and student performance with peers.

Looking for more information on the new PDU guidelines and application process? The Professional Learning Team provided informational webinars covering the new guidelines and processes for PDUs in August of 2019. You can view the recorded webinar here.

More PDU Info

**Know Your Contract**

**Article 8 – Professional Standards (Secondary Teaching Loads)**

- Secondary teachers shall have a maximum load of 5 classes per day with no more than 35 students per class. A teacher shall have no more than 175 students per day.
- An additional class may be added with SLT approval and a majority, secret vote of the staff.

**Article 8 – Professional Standards (Elementary Teaching Loads)**

- The principal should strive to have no more than 25 students per elementary teacher. When the class size exceeds 27 the following schedule will apply:
  - 1 hours per day of para support for 1-2 students over 25
  - 2 hours per day of para support for 3-5 students over 25 (28-30 total)
  - 3 hours per day of para support for 6-7 students over 25 (31-32)
For grades k-5, in no event shall classes exceed 35 students, unless the only other solution would be to send students to another school.

Calendar of Events

**ALHS Community Meeting**

Come discuss the future of Abraham Lincoln High School

**Date**  
Monday, November 4th

**Time**  
06:30 pm - 8:00 pm

**Location**  
ALHS Cafeteria 2285 S Federal Blvd

**DCTA Executive Committee**

**Date**  
Tuesday, November 5th

**Time**  
09:00 am - 04:00 pm

**Location**  
DCTA 1500 Grant Street

**DUU COUNCIL**

**DCTA Board Meeting**
<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
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</thead>
<tbody>
<tr>
<td>Tuesday, November 5th</td>
<td>04:30 pm - 05:30 pm</td>
<td>DCTA 1500 Grant Street</td>
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<tr>
<td>Tuesday, November 12th</td>
<td>04:30 pm - 06:30 pm</td>
<td>DCTA 1500 Grant Street</td>
</tr>
<tr>
<td>Tuesday, November 19th</td>
<td>04:30 pm - 6:30 pm</td>
<td>East High School Cafeteria 1600 City Park Esplanade</td>
</tr>
<tr>
<td>Tuesday, December 17th</td>
<td>04:30 pm - 06:30 pm</td>
<td>1500 Grant Street DCTA offices</td>
</tr>
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**Rep Council**
Come debate bylaw changes.

**DUU Holiday Party**
Join us for friends and celebration.

(303) 243-5221
dcta@coloradoea.org

www.denverteachers.org