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November 6, 2019



Bylaws Townhall

As we get the proposed bylaws ready to send to our members for a vote, there will be a Townhall open to all DCTA members to comment on the proposed bylaws on Saturday, November 9th at 10am at the CEA building, 4th floor. You can review the proposed bylaws at https://drive.google.com/drive/folders/1os-63LE0OjZUBodZpO3Smgg_KTL2URII. If you cannot make the Townhall, you may still make comments to the Bylaws Committee Chair at rarmagost.dcta@gmail.com by November 8th.



Take Action to Increase Overtime and Minimum Wage Coverage in Colorado!

The Colorado Department of Labor and Employment along with the Governor are in the final phase of considering possible changes to the Minimum Wage Order. This change COULD increase access to the minimum wage for thousands of currently uncovered workers (agricultural, domestic workers, etc.) and increase the minimum salary needed to qualify for overtime. Currently, minimum wage laws in Colorado do NOT cover many workers and salaried workers who make over a minimum-wage equivalent salary do NOT qualify for overtime payment. While this law would not affect public sector workers, and therefore would not change DPS policies, it would have a HUGE impact on the lives of many DPS families. It is critical for the Governor to hear from labor about the support for an overtime salary threshold at \$62,400/year and an increase in the number of people covered by minimum wage laws. Submit online comments here- <https://www.colorado.gov/governor/share-comments>

Instructions for online comments:

- Does your comment relate to proposed legislation? NO
- Subject- Colorado Minimum Wage Order
- Comment- use this space to share why you, as a member of *X union*, think Colorado needs an overtime salary threshold that is at least 2.5x the minimum wage (\$62,400)

Enter a Scholarship Giveaway

NEA Member Benefits just opened a [scholarship contest](#) to give two members a chance to win \$1,000 for their educational pursuits. If you're the lucky winner, you could choose to fund professional development courses for yourself, cover some of your expenses toward National Board Certification, or even help family members with their college tuition. This giveaway is open to NEA members only; no purchase necessary. The deadline to enter is **Dec. 31**.

Educators Return To Classrooms As Chicago Teachers Union Ends Historic 11-Day Strike

"We bargained for more than 10 months, were on strike for 11 days, and the whole time parents, students and community members stood with us," CTU President Jesse Sharkey said. "Today, we return to classrooms with real and lasting change for our students and the people of this city." By raising their collective voices, the Union's 25,000 rank-and-file teachers, paraprofessionals, clinicians, nurses and librarians broke the barrier that existed between the haves and have nots, and made it clear that the era of public school disinvestment is ending in Chicago.

Three #RedForEd Fall Forums Remaining

It's time to demand action from our elected officials - legislators **MUST** increase funding for education in 2020 and use those funds to directly support educators. CEA President **Amie Baca-Oehlert** and Vice President **Kevin Vick** travelled the state last month to get input from educators on actions we are ready to take during our **#RedForEd Forums**. This week...

- **Wed., Nov. 6**, CEA will offer a virtual forum on Zoom - RSVP with **Ali Cochran** (acochran@coloradoea.org) to receive a link for the session;
- **Thur., Nov. 7** in the Denver metro (CWA Local 7777 at 2840 S Vallejo St., Englewood) [Sign up at this link](#)
- **Thur., Nov. 7** in Jeffco (Jefferson Jr/Sr High School, 2305 Pierce St, Edgewater).

If unable to make any forum, [please share your voice on this survey](#).



DUU Holiday Celebration

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 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 17 at 4:30 in the 4th floor Board Room of the DCTA Office/CEA building (1500 Grant St). Hope to see you there! [RSVP here](#) so we know how much food to order.

Know Your Contract

Article 11 – Complaints Against Teachers

When a parent, staff person, or another individual makes a verbal or written complaint about a teacher the principal shall:

- Promptly tell the teacher about the complaint, including the name of the person who complained and the nature of the complaint.
- Give the teacher a chance to respond to the complaint after hearing about the name of the person and the nature of the complaint.

The principal or designee should:

- Try to resolve issues informally, whenever possible
- Allow the teacher to respond in writing if any record of the complaint is placed in the teacher's file.

Article 11 – Administrative Leave

A principal may elect to place a teacher on paid administrative leave in order to investigate a complaint, only if leave is necessary for the protection of the teacher and/or other people in the building.

- The principal must provide the teacher with a copy of the administrative leave checklist
- Whenever possible, teachers shall be placed on leave at the end of a school day
- Teachers shall be given an opportunity to respond to allegations within three days of leave beginning
- Following the completion of the investigation, principals must meet with the staff member to share the results of the investigation and allow the staff member to respond. Association representation is allowed.



Calendar of Events



CEA #RedForED Fall Forum

Share your voice on action that should be taken statewide to increase school funding.

Date Thursday, November 7th

Time 05:00 pm - 07:00 pm

Location CWA Local 7777 at 2840 S Vallejo St., Englewood

DCTA Bylaws Townhall

Come learn about proposed new bylaws for DCTA and discuss the changes.

Date Saturday, November 9th

Time 10:00 am - 12:00 pm

Location 1500 Grant St. 4th floor board room

DCTA Board Meeting

Come see the monthly meeting of the DCTA Board of Directors.

Date Tuesday, November 12th

Time 04:30 pm - 6:30 pm

Location 1500 Grant St. 4th floor board room

Rep Council

Come discuss the new proposed Bylaws.

Date Tuesday, November 19th

Time 04:30 pm - 06:30 pm

Location East High School Cafeteria, 1600 City Park Esplanade

DUU Holiday Celebration

Come visit with old friends, make new friends, and enjoy food and beverages.

Date Tuesday, December 17th

Time 04:30 pm - 7:30 pm

Location 1500 Grant St. 4th floor board room

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