Thanks To Our Veterans

Veterans Day is a time for us to pay our respects to those who have served. It’s a special day where we all stand united in respect for our veterans.

This holiday started as a day to reflect upon the heroism of those who died in our country's service and was originally called Armistice Day. It fell on Nov. 11 because that is the anniversary of the signing of the Armistice that ended World War I. However, in 1954, the holiday was changed to "Veterans Day" in order to account for all veterans in all wars.

We celebrate and honor America's veterans for their patriotism, love of country and willingness to serve and sacrifice for the common good. Thanks to all of our veterans for your service.

DCTA SPF Survey

DPS is considering making changes to the SPF. It is critical for educators to have a voice in any potential changes. Please complete the DCTA SPF survey at Bit.ly/DCTASPF. Thank you for completing this survey and making your voice heard. We will share educators’
DCTA is proud to announce that the DCTA endorsed candidates Scott Baldermann, Tay Anderson, and Brad Laurvick all won their school board races. Our new board members will be sworn in on December 4th after which DCTA endorsed candidates will control a 5-2 majority of the seven member school board. Let's pack the house at their swearing in ceremony.

Thanks to all of our members who walked for candidates, make phone calls, organized walks, organized phone banks, talked to their neighbors, and voted for our endorsed candidates. The shift to put students and neighborhood schools before corporate reform would have never have been possible without all of you. A special thanks goes out to the new DCTA Field Team for all of their work in electing our candidates.

**Statement From The DCTA Fund**

The DCTA Fund would like to thank everyone for their efforts in electing our DCTA endorsed candidates. The process for making endorsements is not easy but it is a process that the Fund members take very seriously. Each candidate must complete a questionnaire as well as interview with the Fund members. Fund members also examine fundraising, historical, and any other relevant data pertaining to the school board races. The Fund members then deliberate and must make the difficult decisions of which candidates to endorse.

The deliberation of who to endorse can be a long discussion. This election, the deliberation
had to be spread over two separate days. Part of the difficulty was created by having multiple quality candidates in each race. An endorsement from the Fund does not mean that the Fund does not appreciate other candidates and their work, it simply means that after reviewing all of the data, the endorsed candidates give DCTA the best chance to influence the school district through the election of endorsed candidates.

In addition to endorsing candidates, the DCTA Fund also makes decisions on funding for candidates. In this election cycle as well as past cycles, the Fund has contributed directly to candidates and has also contributed to an Independent Expenditure Committee (IEC). Resources are not unlimited and they come from a special assessment included in our dues. As a result, the Fund must be strategic about how much money to contribute to each candidate. The contributions are rarely equal as each candidate has a different campaign and different needs. In order to be the best stewards of our members money, the DCTA Fund maximizes our dollars by contributing only what is believed necessary for a victory.

Although some disagreed with the DCTA Fund endorsements, the DCTA endorsed candidates were successful and flipped the board. The DCTA Fund values political diversity and a democratic endorsement process. The Fund is made up of fellow DCTA members who volunteer extraordinary amounts of their own time to positively impact students and educators in Denver. The Fund members met Monday night to debrief the election and recognized that there is always room to improve. In the coming months, the DCTA Fund will be examining its bylaws and processes. The DCTA Fund is committed to improving communication and transparency moving forward.

Statement on IEC Mailers

On behalf of the thousands of DCTA member educators, the organization would like to respond to mailers sent out by the Independent Expenditure Committee (IEC) Students Deserve Better regarding candidates for DPS board. The DCTA Fund, a team tasked with allocating political funds, gave money to the IEC during this campaign cycle. However, neither the DCTA leadership nor members of the DCTA Fund had any input on the content of these or other ads. In fact, we are legally prohibited from coordinating with their campaign strategy.

When the negative ads came to light, DCTA leaders and members were appalled. DCTA values racial, ethnic and gender diversity. We condemn any action that makes an individual feel like their identity has been erased or manipulated for political expediency. We honor our members’ full and accurate names; candidates, whether endorsed by us or not, should be afforded the same respect.

It is our commitment to our members that DCTA will not allow member dues to be used against our shared values in the future.

Nominate for Open CEA Positions

It’s time to declare your candidacy for any of CEA’s open positions. Our online elections portal will walk you through the steps you’ll need to complete to officially declare your candidacy. You can start this process and then come back to the portal to complete it at any time before the declaration deadline of noon, Sat., Feb. 1, 2020. Contact Natalie Newton (nnewton@coloradoea.org) with any questions about the portal or CEA’s election process. You can also find more information about CEA Elections on our website – you must be logged into the CEA website as a member to access this content.
CEA Opens Awards Nominations

CEA will honor remarkable educators and friends of public education from across Colorado at our 2020 Delegate Assembly. With so many people doing extraordinary things in their classrooms, school buildings and at the legislature, we need your help to identify and honor them with an Association Award. The 2020 Awards Criteria and Nomination Booklet contains the criteria and nomination information for each of CEA's awards. Visit our CEA Awards page to nominate a fellow association member, community leader, or any Coloradan who exemplifies the very best of public education. All nominations are due Feb. 5, 2020. Contact Casey Kilpatrick (ckilpatrick@coloradoea.org) with any questions.

$500 For Tuition/Professional Development

The Teacher Education Fund is a trust fund that has been established through the negotiated Agreement between the Denver Classroom Teachers Association and Denver Public Schools. Educators can apply for up to $500 to assist in the payment of tuition for courses that will provide college or university credit or other professional development offerings. Applications are accepted throughout the year in Fall, Spring and Summer. Spring applications are due on December 15th. Details and application link can be found here.

Attend the Educator Evaluation Listening Tour

State Senator Tammy Story (District 16) is working on an evaluation and accountability bill for session and has arranged a listening tour with multiple stops to meet with licensed staff and evaluators. “I believe it is imperative to hear from those who are the subject of the current evaluation process: those who are evaluated and those who are directing the evaluation. The information, comments and thoughts of the licensed staff and evaluators will be utilized to inform the content of the bill.” Get the word out for as many teachers as possible to join Sen. Story at these locations:

Boulder – Tue., Nov. 12, 3:30 – 5 p.m.
Casey Middle School (1301 High St.)

Limon – Wed., Nov. 13, 5 – 6:30 p.m.
Limon High School cafeteria (874 F Ave.)

Summit County – Thur., Nov. 14, 4:30 – 6 p.m.
Summit Schools District Office (150 School Road, Frisco)

Jeffco – Tue., Nov. 19, 4 – 5:30 p.m.
Golden High School, LMC (701 24th St.)

Denver Metro – Wed., Nov. 20, 3:30 - 5:30 p.m.
Englewood High School (3800 S. Logan St. Englewood)
  Use high school lot, NE corner of Logan & Mansfield, enter main entrance, follow signs to The Venue
Colorado Springs/Pueblo – Thur., Nov. 21, 5 - 6:30 p.m.
Prairie Heights Elementary School (7930 Indian Village Hts., Fountain)

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 – Corrective Action

- Principals shall meet with a teacher and allow him/her to respond to allegations, before corrective action is issued.
- Association Representation is allowed.
- A principal must meet all seven standards of just cause before issuing corrective action.

The 7 Tests of Just Cause

1. Was the employee warned of the consequences of the conduct? Did he/she know the rule/expectation existed?
2. Was the rule reasonably related to the efficient and safe operations of the school/district?
3. Did management conduct a sufficient investigation before administering discipline?
4. Did management interview all present and take into account all available evidence?
5. Did the investigation produce substantial proof of guilt?
6. Were the rules, orders, and penalties applied evenly and without discrimination?
7. Was the penalty reasonably related to the seriousness of the offense or the employee’s past record of service?

Calendar of Events

DCTA Board Meeting

Rep Council
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

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

New School Board Swearing In
Come see the swearing in of our new DCTA endorsed school board candidates.

Date       Wednesday, December 4th
Time       04:30 pm
Location  EMILY GRIFFITH CAMPUS, 1860 LINCOLN STREET

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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