SOLIDARITY ALERT

Teamsters Local 455 members went on strike against Sysco-Denver for unfair labor practices on November 17th 2019.

What can you do to support?
Show up! Join picketing Teamsters members at 5000 Beeler St. Denver 80238
24/7
Sign-up for updates: bit.ly/UnionSolidarity

Teamsters Local 455 On Strike
Do you remember the big yellow Teamster's 18-wheeler that was riding along side of our strike last February? The Teamsters were also down in South Park supporting the recent SPEA strike. The Teamsters have been there for every other union and now they need our help. The Teamsters are maintaining a 24/7 picket line against Sysco-Denver for unfair labor practices. Join the picketing Teamsters on their picket line at 5000 Beeler Street Denver 80238 at any time.

**From 9news:**

DENVER — Over 300 Sysco-Denver Teamsters Union members went on strike at Sysco-Denver Sunday after accusing the company of unfair labor practices. Sysco's contract proposal was rejected partly over unfair safety and work issues, according to Secretary-Treasurer of Teamsters Local 455, Steve Varima. "It would threaten the safety of workers and the commuting public by placing performance standards on drivers," he said. Varima added that the company has refused to address the union's "very real safety concerns created by demanding drivers do more and do it faster in a state where our members and everyone else on the roadways already face significant challenges."

The union said Teamsters Local 455 represents the drivers and warehousemen who are currently striking.

**Marie Greenwood, Denver's First African American Tenured Educator, Dies at 106**

**From 9 news:**
DENVER — Marie Louise Greenwood, a teacher who made history as the first black educator to earn tenure with Denver Public Schools (DPS) in 1938, passed away Friday at age 106. Marie Louise Greenwood was days away from turning 107 years old. She was born Nov. 24, 1912, and had called Denver home since 1925.

DPS said she is the first African-American teacher to achieve tenure, a permanent position within the school district in 1938. The educator was born in Los Angeles and eventually moved to Denver with her family at age 13. An only child, Greenwood's education was an important aspect in her life as she ranked third in her West High School graduating class of 357, according to a website dedicated to her legacy. She earned a scholarship to attend Colorado Teachers College (CTC, now known as The University of Northern Colorado) during the Great Depression, the website said.

At age 30, Greenwood married William Rivers Greenwood and put a hold to her career to raise her children -- a girl and three boys. She returned to teaching in 1955 and went on to become the first black teacher at Newlon Elementary School. Denver Public Schools honored Greenwood by naming an elementary school after her in the Montbello community in 2001. By 2004, the school had middle school classes added and it was renamed Marie L. Greenwood Academy.

She also had the opportunity to author several books were she detailed her life, career, and many accomplishments as an educator. According to Pastor Timothy Tyler of the Shorter Community AME Church, Greenwood was the church's oldest and longest-serving member. Her impact led to a more inclusive and fair district which also earned her several awards like being awarded Mayor Michael Hancock's Outstanding Contributor to Denver Medal. She was also honored as Trailblazer in Education for the Children of the State of Colorado by the state's Department of Education.

$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](#).

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**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.

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**Health Care Coverage While Out Of State**

As we enter the holiday season, it is important to know that neither Kaiser, nor Aetna plans provide nationwide coverage. However, you are covered if you are out of state and go to an emergency room as long as the incident is a true medical emergency. If it is not an emergency, you can call the number on your health ID card and they will provide the needed healthcare by either writing a prescription over the phone or pre-approving a visit to an urgent care clinic. Avoid a costly mistake and call the number on your card if you are ill or have an accident while out of state.

For members who have dependents who live out of state (for example in college), members need to inform the benefits department so the plan can be set up properly.
**Know Your Contract**

**Article 18 – Student Discipline**

- Each school will develop a school wide discipline plan including:
  - Restorative practices, with meaningful training and support for teachers
  - Tier 1, 2, and 3 supports
  - Descriptions and roles of different staff members in enacting the plan
- The plan may also include the following:
  - Social-emotional training and equity support practices
  - A designated “behavior specialist”
  - An advisement period for students
  - A full-time staff member designated for training restorative support
- The school wide discipline plan shall be presented to the staff in training annually after approval by the CSC.
- A teacher may remove a disruptive student from class and refer the student to the administrator in charge, or designee
- An administrator or the teacher will contact the parent of the removed student as soon as possible
- A behavior plan may be developed after the first removal, but it must be developed after the second removal from class
- On the third removal from class (with the exception of students with an active IEP) the student may be removed from the teacher’s class for the remainder of the term
- If a principal has evidence of excessive removals by a particular teacher, he/she may discuss other approaches with the teacher; however, the principal may not use this as a reason for returning a student to class that has been excluded by the teacher without the conference referred to above.
REP COUNCIL

Join us at our new location, East High School Cafeteria, today, Nov. 19th, for Rep Council. We will be covering extremely important topics, including voting on proposed bylaws.

Date: Tuesday, November 19th
Time: 04:30 pm - 06:30 pm
Location: East High School Cafeteria
1600 City Park Esplanade

DCTA Executive Committee

Date: Monday, December 2nd
Time: 05:30 pm - 07:30 pm
Location: 1500 Grant St.

Swearing In of New DPS Board Members

Come see our newly elected, DCTA endorsed board candidates get sworn in to their new offices.

Date: Wednesday, December 4th

DCTA Board

Date: Tuesday, December 10th
Time: 04:30 pm - 06:30 pm
Location: 1500 Grant Street 4th Floor
<table>
<thead>
<tr>
<th><strong>Time</strong></th>
<th>04:00 pm</th>
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<tbody>
<tr>
<td><strong>Location</strong></td>
<td>Emily Griffith Campus 1860 Lincoln St.</td>
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**DUU Holiday Party**

Come see old friends and make new ones

<table>
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**RSVP**

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