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January 14, 2019



MLK Marade & Resource Share, Jan. 20

Denver's annual **Marade** begins with a program at the Dr. Martin Luther King, Jr. memorial in [City Park](#), **Mon., Jan. 20.**, at 9:30 a.m. The Marade steps off at 10:45 to end at **Civic Center Park**. Find our more [at this website](#). Following the Marade, **Black Lives Matter 5280** and Denver's **Black Educator Caucus** will hold a **School Resource Share** from 2 to 4 p.m. at **CEA** to prepare for the National Black Lives Matter Week of Action in Our Schools, Feb. 3-7. Educators will be able to share curriculum, practices, lesson plans and other goodies for the week. Contact DCTA's **Brock Grosso** (bgrosso@coloradoea.org) to learn more.

Delegates Needed For CEA Delegate Assembly

DCTA is looking for Delegates to attend the CEA Delegate Assembly scheduled for Friday evening April 24th and Saturday April 25th. Delegate Assembly is the highest decision making body in CEA. As a delegate, you will elect a CEA Board member representing Denver and join 600 other members from around the state to debate bylaw amendments and

new business items. Denver will be allotted 78 delegates and we currently have 37 confirmed delegates. Please email DCTA@coloradoea if you are interested in submitting your name to be a delegate.

Self-Nominate for CEA Leadership Positions

It's time to declare your candidacy for any of CEA's open positions. CEA's [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. Open positions include CEA Board members, one representing Denver and one representing the Equity Council and State Delegates to the NEA Representative Assembly.

DCTA Election Heads Up

This year, DCTA Members will be electing a Secretary, a Treasurer, and all new Board Members as described in the new bylaws. Rep Council will appoint an Elections Committee who will create a process, election calendar, and nomination form. Stay tuned for more details.

Introducing Your Newest DCTA Uniserv Director

Please help us in welcoming Michelle Garrison, former Farrell B. Howell teacher and active DCTA member! Michelle has been with us since December. We are excited to have someone with Michelle's grit and experience with DPS representing you! Be sure to say hi when you see her in your building.

Upcoming Rep Council

Happy New Year! Make this year's resolution to attend Rep Council. Rep Council is your opportunity to be heard. At this Rep Council we will appoint an Elections Committee, have a State Board Forum, and we will share action plans. Your attendance is critical and we need as many of you there as possible. This month's Rep Council is on Tuesday, Jan. 21st in the East High School Cafeteria. We always serve dinner, so join us after school! The meeting begins at 4:30.

Surveys

As you know, DPS is in the process of collecting DPS employee feedback via the **2020 CollaboRATE** survey. CollaboRATE is now open through **Friday, January 17, 2020**. Employees should have received an email from K12 Insight (noreply@gemailserver.com) with the subject line "DPS It's Time to CollaboRATE: Your Voice Matters!" Note that it is a confidential survey. The survey takes about 15-30 minutes to complete. For more information, please visit thecommons.dpsk12.org/collaborate.

The **Teaching and Learning Conditions Colorado (TLCC)** survey window opens **Wed., Jan. 22, 2020**. It is very important that at least 50% of educators in each building

and 50% of educators district-wide complete this survey so that we are privy to the results. This is your opportunity to make your needs known.

It is imperative that you complete both surveys!

Missed An Issue Of The Slate?

We have a new tab on the [DCTA website](#), where you can find past issues.

Know Your Contract



Article 13-8: Personnel Committee

- The CSC must notify the Personnel Committee (PC) that a RIB is necessary, and specify the impacted department or grade level.
 - The CSC and PC should consider impending resignations, retirements, and anyone who volunteers to take the RIB.
- Consideration Group paperwork should be considered when deciding who is in the impacted grade level/department in the case of a teacher who teaches a “split”.
 - i.e. if a middle school teacher has both math and science classes, the group listed on the individual’s consideration group form shall determine whether or not he/she is in the impacted consideration group.
- The PC shall make available to the impacted group a written procedure that will be followed during the RIB process.
- All members of the consideration group must be interviewed by the PC.
- If it’s determined that the RIB is no longer necessary before the conclusion of the fall adjustment (i.e. someone in the department decides to resign, or there’s an increase in enrollment) the reduced teacher has the first right of refusal to his/her former position.
- The PC shall strive to make a decision by consensus on who will be RIBed.

- The principal will make the decision of who should be RIBed, only in the event that consensus can't be reached.

Calendar of Events



DCTA Board Meeting

Come discuss PERA, an escalation plan to increase school funding, and BLM.

Date Tuesday, January 14th

Time 4:30 pm - 6:30 pm

Location 1500 Grant Street, 4th floor

Curriculum Resource Share + Organizing Meeting

Join BLM 5280 and Denver's Black Educator Caucus to prep for Black Lives Matter @ School week of action, the first full week of February.

Date Monday, January 20th

Time 02:00 pm - 04:00 pm

Location CEA 1500 Grant St.

DCTA Rep Council

Rep Council will be discussing elections

DPS School Board

Come listen to the school board discuss

and the TLCC survey

the topics that affect educators.

Date Tuesday, January 21st

Date Thursday, January 23rd

Time 04:30 pm - 6:30 pm

Time 04:30 pm - 06:30 pm

Location East High School Cafeteria
1600 City Park Esplanade

Location Emily Griffith Campus
1860 Lincoln Street

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www.denvertteachers.org

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