DCTA Lobby Days Are Coming

If you are interested in talking with legislators, plan on joining us on either of the first 2 Thursdays in March (the 5th or the 12th) for Lobby Days. It is an opportunity for teachers on the ground to speak directly to legislators and let them know what is needed to create the schools Denver students deserve. Email DCTA@coloradoea.org for information on how to secure your substitute.

Black Lives Matter Week of Action, Feb 3-7

The Black Lives Matter at School National Week of Action is Feb. 3-7. This year’s national week of action centers on these priorities:

1. Ending “zero tolerance” discipline and implementing restorative justice practices;
2. Hiring more black teachers;
3. Mandating black history and ethnic studies; and
4. Funding more counselors than police officers in schools.

Join the DCTA Black Educators Caucus and BLM5280 at 5 p.m. for a community and student panel discussion around this year's priorities on Feb. 5th in the Montebello Campus library. Additionally, Join us at 6 p.m. for a film screening and discussion of the movie Pushout: The Criminalization of Black Girls in Schools on Feb. 7th at Manual High School.

DCTA Moms: Know Your Rights

Are you a mom who's struggling to find time to pump at work? Have you experienced discomfort or conflict because of inadequate support for breastfeeding in DPS? Email dcta@coloradoea.org if you are interested in meeting to discuss DPS pumping/breastfeeding policy. We hope to make policy recommendations that would guarantee supportive, healthy accommodations for all breastfeeding moms.
Have your voice heard-TLCC Survey has launched

The Teaching & Learning Conditions Colorado (formerly TELL Colorado) is an anonymous and confidential survey for Colorado’s school-based staff to share perceptions of teaching and learning conditions. TLCC is from the state and it’s the only data source Colorado has on school conditions. This is the one opportunity teachers have to join together and provide reliable data to our schools, districts, and state policymakers on our teaching and learning conditions. We want every teacher voice to be heard to let policymakers know what you need to do your job well. Learn more about this survey here. Also, remind your SLTs to ask your administration to share your school’s CollaboRate results.

Hearing Weirdness Around Your School's Budget

School Budget cuts should be based on enrollment and/or additional support being scaled back from lower performing schools. If you are hearing that budget cuts at your school are due to teacher salary increases then please let us know at dcta@coloradoea.org.

Know Your Contract

The Reduction in Building Staff (RiB) season is upon us, and DCTA wants to make sure that our members understand the process for RiBs. A RiB happens when the CSC determines that fewer DCTA bargaining unit assignments are needed in a department, grade level, or ELA/specialty department. This decision may occur because of:

- Reduction in funds—usually because student enrollment is projected to be lower next school year; OR
- Change of program (funds may not actually be less). (For example, the CSC decides that instead of dance, they will offer visual arts next year. Consequently, the dance teachers will be RiBed.)
Once that happens, the Personnel Committee establishes the “consideration group” of current teachers who will be considered for the reduction. Below are a couple of important points on Consideration Groups.

- Group may be grade level, department, or specialty area.
- Group should be defined as narrowly as possible, based on program needs.
- A teacher can only belong to one Consideration Group. If a teacher splits her/his time in two different positions (i.e. second and third grade), the teacher declares her/his consideration group at the beginning of the year. The teacher then is only part of that consideration group. Neither the principal, nor HR can make this decision.
- The Personnel Committee will notify the affected consideration group as soon as possible.

Once the Consideration Group has been notified, the Personnel Committee will ask for any volunteers. If there are no volunteers, the Personnel Committee will interview all teachers in the consideration group and then make the decision based on the procedure that they have created and provided, in writing. The decision on who to RiB will be made by consensus. If consensus cannot be reached, the principal will make the final decision.

- The Personnel Committee must interview every teacher in the consideration group.
- Teachers not in the consideration group do not interview for their positions.
- Teachers in the consideration group who are on leave are still subject to being RiBed.

It is also important to note that:

1) **Teachers in the consideration group should be allowed to interview for any vacancy in the school that is posted through the in-building bidding process.**

2) **If it is determined that a specific reduction is no longer necessary (at any time between the RiB and the conclusion of fall adjustment for the subsequent school year), the reduced teacher has the first right of refusal to his/her former position.**

If your school is told that the increase in teacher salaries is responsible for the need for a reduction or if you have any questions or concerns about your school’s RiB process, please refer to Article 13-10, or reach out to us. Keep in mind that if your school is an innovation school, you may have waived this process. Be sure to check your innovation plan for details.
- **DCTA Executive Committee**, Tuesday February 4th, 5:30-7:30 p.m. DCTA Office-1500 Grant St
- **Black Lives Matter Panel Discussion**, Wednesday February 5th, 5 p.m. Montebello Campus library-5000 Crown Blvd
- **Pushout: The Criminalization of Black Girls in Schools Screening and Discussion**, Friday February 7th, 6 p.m. Manual High School1700 E 28th Ave
- **DCTA Board**, Tuesday February 11th, 4:30-6:30 p.m. CEA Boardroom-1500 Grant St
- **DCTA Rep Council**, Tuesday February 18th, 4:30-6:30 p.m. East High School Cafeteria-1600 City Park Esplanade

Sent via ActionNetwork.org. To update your email address, change your name or address, or to stop receiving emails from Denver Classroom Teachers Association, please click here.