



## Mark your Calendar IN-PERSON Bargaining Dates!

As many are aware, the entire DCTA contract is up for negotiation this year. We have already started negotiating virtually for employee groups like the Educational Sign Language Interpreters and JROTC Instructors. Though negotiations for these groups have not concluded, all bargaining sessions will be shifted to in-person beginning March 23.

We will begin negotiating the entire master contract on Friday, April 8. We are currently planning bargaining kickoff actions, so please stay tuned as more details become available.

### Evening Bargaining Dates (5 p.m. - 8:30 p.m.)

**Location: 1860 Lincoln St, Denver, CO 80203 (free parking will be available)**

- Wednesday, March 23 - Educational Sign Language Interpreters and JROTC
- Wednesday, April 27
- Wednesday, May 18
- Wednesday, May 25

### Full Day Bargaining Dates (12 p.m. - 8 p.m.)

**Location: 1617 S Acoma St, Denver, CO 80223 (free parking will be available)**

- Friday, April 8 - **Master Contract Bargaining Kickoff (stay tuned for more details)**
- Wednesday, April 13
- Wednesday, May 11
- Wednesday, June 1 (tentative)

Please don't forget to wear your RED DCTA shirts on bargaining dates!

Want to add all bargaining dates to your calendar? [Click here](#) and click the "subscribe to calendar" button at the bottom right of the page!

## Action Required: Support the Executive Limitation Policy

We know that no matter the type of school an educator works at – whether it's a traditional or innovation school we all want the similar things for our students. We want fully supported learning and working environments that help students thrive. Right now the school board is set to vote on an executive limitation policy that would ensure that all educators have contractual rights, support, voice and more sustainable workloads that will help us better support our students.

### Take Action:

- **Speak in favor of the EL at the school boards' public comment session on March 24 - [Sign up here](#)**
- **Sign the petition to show your support for the executive limitation policy**  
- <https://secure.ngpvan.com/7ZmskyAN20SzCom7yR7XJw2>
- **Email the Board- <https://secure.ngpvan.com/1b1-p1zIN0Q3f-2n2euyyA2>**

## Non-Probationary Status Memorandum of Understanding

Last Friday, March 11 Dr. Marrero announced that the district will begin tracking years of effective ratings to count toward educators earning non-probationary status. Educators who work at schools that waive the Teacher Employment, Compensation and Dismissal Act (TECDA) are mainly impacted due to their inability to access non-probationary status within their school. This comes after months of collaboration on a Memorandum of Understanding (MOU) between us and the district. The newly signed MOU would allow educators with effective ratings to access to non-probationary status if they chose to transfer to a traditional school or innovation school that have not waived TECDA rights.

This agreement sends a clear message that Dr. Marrero and his team are taking steps to ensure that educators feel valued within the district. Now more than ever, the district must continue to take steps to retain educators who have proven track records of effective teaching because we know it leads to student achievement.

## Student Loan Forgiveness Resources

On October 6, 2021, the U.S. Department of Education (the Department) announced a time-limited waiver to the Public Service Loan Forgiveness (PSLF) program rules. Under the waiver, borrowers who work for a qualifying employer may receive credit for past payments on federal student loans that would otherwise not qualify for PSLF. Specifically, any period of repayment will count as a qualifying payment, regardless of loan type, repayment plan, or whether past payments were made in full or on time. However, to take advantage of this waiver, you may need to act now!

See the following resources provided by the Colorado Department of Law:

[Student Loans Ombudsperson Resource Sheet](#)

[Public Service Loan Forgiveness Waiver Requirements](#)



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