



DCTA Slate

**Get out the Vote - Tentative Agreement Voting Kickoff on
October 3rd!**

GET OUT THE VOTE!

TENTATIVE AGREEMENT KICKOFF EVENT

6-7:30 PM AT MANUAL HIGH SCHOOL



Special thank you to Nik Arnoldi for designing our "Union Power" sticker!

We are hosting a tentative agreement voting kickoff event beginning from 6-7:30 PM on Monday, October 3 at Manual High School (1700 E 28th Ave, Denver, CO 80205). Join us for tacos, t-shirts, DCTA stickers as we celebrate and highlight the many gains made during negotiations. We will also help members navigate the voting process through electronic ballot!

[RSVP Here >>](#)

Tentative Agreement Information Sessions

The DCTA bargaining team and staff are hosting Tentative Agreement information sessions this week to address any of your questions about the TA.

See session information below:

- **Wednesday, September 28, 2022** - Denver North High School (2960 Speer Blvd, Denver, CO 80211) from 4:30-6 p.m.
- **Thursday, September 29, 2022** - [Virtual](#) from 4:30-6 p.m.
- **Friday, September 30, 2022** - [Virtual](#) 4:30-6 p.m.

[RSVP Here >>](#)

Addressing Pay Discrepancies

If you are experiencing any issues with your pay, it is important that you contact HR Connect at HRHelp@dpsk12.net and DPS Payroll at Payroll@dpsk12.org. If you have not heard back from HR and payroll, please contact us and we will send your request through the appropriate channels.

Contract Ratification Voting Process

Between October 3-7, DCTA members will have the opportunity to vote to ratify our current Tentative Agreement. You will receive an individual ballot through your DPS work email (please check both your .org and .net accounts) with a login code. **Keep a look out for an email from a company called 'YES Elections' on 10/3/22, this email will contain your ballot.** Voting will close at midnight on Friday, October 7.

*If educators who are not currently members would like to vote, they can do so by joining DCTA by visiting: www.denverteachers.org/join. To ensure that new member votes are counted, they must join by October 5th.

Tentative Agreement Wins

Salary Setting

	BA	BA+18	BA+36/MA	MA+18	MA+36	MA+54	Doctorate
Grade							
Step	1	2	3	4	5	6	7
1	50,130	52,328	55,065	58,051	61,037	64,023	67,009
2	51,290	54,148	56,885	59,942	62,928	65,914	69,192
3	52,990	55,969	58,706	61,833	64,819	67,805	71,375
4	54,690	57,789	60,526	63,724	66,710	69,696	73,558
5	56,391	59,609	62,346	65,616	68,602	71,588	75,741
6	58,090	61,430	64,167	67,506	70,492	73,478	77,924
7	59,790	63,250	65,987	69,398	72,384	75,370	80,106
8	61,490	65,070	67,807	71,289	74,275	77,261	82,290
9	63,190	66,891	69,628	73,179	76,165	79,151	84,472
10	64,890	68,711	71,448	75,071	78,057	81,043	86,656
11	66,589	70,531	73,268	76,962	79,948	82,934	88,838
12	68,289	72,351	75,089	78,853	81,839	84,825	91,021
13	69,990	74,172	76,910	80,744	83,730	86,716	93,204
14	71,689	75,992	78,730	82,635	85,622	88,608	95,386
15	73,389	77,812	80,550	84,528	87,514	90,499	97,570
16	75,089	79,635	82,372	86,418	89,404	92,390	99,752
17	76,790	81,455	84,192	88,310	91,296	94,282	101,936
18	78,489	83,275	86,012	90,201	93,187	96,173	104,119
19	80,189	85,096	87,833	92,092	95,078	98,064	106,302
20	81,889	86,916	89,653	93,983	96,969	99,955	109,022

Here are **some** the key wins/takeaways within the new Tentative Agreement:

- 6% Cost of Living Adjustment (COLA), plus salary schedule advancements based on years of experience and educational advancements (steps and lanes 2.7%), equally 8.7% increase for the first year, which is the highest raise in the Denver Metro area.
- A \$50,130 starting salary for first year educators.
- Including DCTA groups like CTE and ESLI instructors onto the DCTA salary schedule.
 - ESLI instructors will be moved to the BA and BA+18 lanes making them the highest paid in the metro area.
 - NOTE: The CTE, JROTC and ESLI Schedule will not change over until the 10/22 paychecks go out due to switching over to the new schedule.
- Increased numbers of educators will receive the hard fill incentive to be determined by the implementation team.
- Keeping equity on the forefront of everything we do including evaluations and district-wide training.
- SSPs and SPED are given 8 release days to complete IEP paperwork. While this doesn't start until next year; sped and spps can ask their principals if there is budget money to find release days this year.
- Implementing a joint DPS and DCTA committee that will address equity for BIPOC students and educators.
- Firm commitments on collaboration to find solutions that address class sizes and caseloads.
- Expanding distributed leadership within schools and departments;
 - Defined delineated roles between ILT, SLT, PC, CSC and DLTs for departments.
- Educators will now receive money for serving on committees like the DLT, SLT, LCC, etc.
- Increasing our financial commitment to educators going through the National Board Certification process.
- Expand professionalism respect by allowing educators to take a personal day without permission from their administrators.
- Ensuring that educators maintain their health benefit credit.

- Sick leave donation program for educators who are in need of days due to terminal illness or catastrophic events.

[See a more comprehensive list of wins here](#)



If you believe you received this message in error or wish to no longer receive email from us, please (Unsubscribing is not supported in previews).

Email published by the Denver Classroom Teachers Association

1500 Grant St # 200, Denver, CO 80203