Our Master Contract with DPS Expires in 10 Days, on August 31 at 11:59 pm!

The last three Bargaining Sessions are scheduled for tomorrow, August 23, and next Monday and Thursday, August 28 and 31, from 8:45 am to 8:00 pm. Support your Bargaining Team, your colleagues and your students by attending after school! There are still big issues to be negotiated including:

◊ Evaluation  ◊ Whole Child
◊ Pay  ◊ Workload
◊ Benefits

Bargaining Sessions are open to the public and will be held at a DPS facility located at 1617 S. Acoma St. There is plenty of free, off-street parking. We will be live streaming all day on Facebook.

Bargaining Update: With two weeks left, DCTA and DPS
Bargain with Mediator Present

Representatives from the Denver Classroom Teachers Association (DCTA) and Denver Public Schools (DPS) met Wednesday evening in a continuing push to finalize an agreement on a Master Contract before the current contract expires on Aug. 31. Following Monday’s session, officials from both parties agreed to a mediator from the American Arbitration Association (AAA), as required in the current DCTA Master Contract. DPS had previously insisted on using a federal mediator outside the provisions of the contract, which would have prevented public participation in the process.

“Federal mediators are not able to mediate in public,” said Henry Roman, president of DCTA. “That’s why we have insisted that any mediation follow our contract to ensure the public, teachers and parents are able to participate in this important process. We are happy that this issue has been resolved and look forward to working together to resolve our contract.”

At the start of Wednesday’s session, AAA mediator Ruth Robinson introduced herself to both parties and those members of the public in attendance. She remained quiet and attentive throughout the remainder of the evening, which had a palpable renewed sense of cooperation.

On the agenda for the evening were discussions about instructional materials, personnel issues, performance evaluations (LEAP) and student discipline. Key remaining issues for each of these topics include:  (continued on pg 5)
March for Schools Students Deserve

On Thursday, September 28, after school lets out, we will March for the Schools Denver Students Deserve! Join the resistance as we march to save public education. We will meet at the west steps of the Capital Building starting at 4pm and march at 4:30pm.

We need volunteers to help facilitate a successful march and rally. March marshals will be trained in crowd management. If you are interested in being a marshal, email Corey.

REP COUNCIL

The August Rep Council meeting will be on Tuesday, August 29 at DCIS Baker from 4:30pm—6pm.

Thinking about becoming your school’s Union Rep? Attend this meeting!

T-SHIRT TUESDAYS

Show your Union pride! Wear your DCTA t-shirt on Tuesdays. Don’t have a DCTA t-shirt? Let your Rep know or email the DCTA office.

Congratulations to our 2017-2018 CEA Ambassador Fellows:

Alex Wentz
Alizay Furtado
Sean Davis
**NBCT Teacher? Read This!**

The NBCT Stipend Distribution Process has changed for the 2017-2018 school year. **NBPTS-certified teachers must submit an online application between September 1 and October 1 to request a stipend.** If you do not submit your online application between these dates, you will not be eligible for a stipend in May. No exceptions!

All NBPTS-certified educators who are employed as a teacher or principal in a Colorado public school, BOCES or charter school from Oct. 1, 2017 to May 1, 2018 are eligible for a stipend up to $1,600. Those employed in a school designated by the Colorado State Board of Education as "turnaround" or "priority improvement" (tbd Dec. 2017) and who meet all other requirements, will be eligible for an additional stipend of up to $3,200.

Click here to read more and access the online application.

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**School Visits**

**Last week:** We spent time at Amesse, Bradley, Bruce Randolph, Denver Online High School, DSISD at Morey, Eagleton Elementary, East High School, Farrell B. Howell, Force, George Washington High School, Knapp, Lake Middle School, McGlone, Montclair Elementary, North High School, Steele Elementary, and West Early College.

**This week:** We will be visiting Amesse, Bradley, Castro, Contemporary Learning Academy, Doull, Godsmen, Goldrick, Lincoln Elementary, Lincoln High School, McMeen, Morey Middle School, South High School, Thomas Jefferson, Trevista, and Vista Academy.

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**Have you had your DCTA Back to School meeting yet?**

Reach out today to schedule one! Your staff needs to be updated on:

1) **Who is DCTA and what does DCTA do?**
2) **What happened with contract bargaining over the summer?**
3) **What is currently happening with contract bargaining?**
4) **What can they do to get involved?**

It is IMPERATIVE that ALL teachers stay informed and knowledgeable – we must practice what we teach!

**Contact your Uniserv Director to schedule your first meeting NOW!**

Darnell Tingle  
Jesus Altamirano  
Kate Martin

(If you don’t know who to ask, just write an email to all 3 of us!)
Affordable Townhomes for Sale for Public Servants

The 3-bedroom townhomes at Tremont and 22nd Avenue are being promoted to Denver Fire, Police and Teachers as a way to support families making less than $67,100 a year. Each townhome is approximately 1,461 square feet containing 3 bedrooms and 3 baths. 8 units are being offered at affordable prices starting at $248,959 for income qualified buyers (income based on prior two month’s salary annualized at time of contract). Buyers still have to go through the standard loan qualification process, but the mortgage payments will be considerably less than the rental rates on similar housing. Click here to learn more.

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Chris Webb has worked his entire fifteen year tenure with DPS at Eagleton Elementary as their P.E. teacher. We asked him what has motivated him to stay at one school for so long, and he replied, “The challenge. Each year is different, and we must continually look for ways to stay on top of our game. Every year I roll out something new to keep the students challenged.” His favorite aspect of both teaching P.E. and coaching the school’s soccer team is being able to play, train, and teach kids to enjoy being physically active. Since he has known many of his students since they were little, he enjoys watching them progress as they grow from kindergarten to 5th grade. Chris has observed changes at Eagleton over the years as well. In addition to new technology in the building, he has witnessed more and more kids interested in after-school activities. He identified a strong need for quality after-school sports programming, especially at the elementary school level.

As a teacher and member of DCTA for fifteen years, Chris has sage advice for new teachers. “Take the recommendations from the veteran teachers in your building. Stay involved with your professional organizations, take advantage of any extra learning and professional developments offered. Also, take the time each day to take care of yourself!” In Chris’ down time, he enjoys camping, fishing, reading, listening to music, and spending time with his family.
(Bargaining Update continued from pg 1)

- **Instructional materials:** DCTA is insistent that DPS uphold its obligation to provide comparable instructional materials for ELA-S and special education classes as required by law. The district wants to use soft language like “shall endeavor to provide” “wherever available” and “in good faith” that ensures no clear requirement these materials are provided. The difference between the two positions is very clear: DCTA stands in strong support of ALL Denver students while DPS works to protect its own interests.

- **Personnel issues:** In article 13, language surrounding the personnel committee should ensure that any member of the committee has the right to report the failure of the committee to reach consensus on a hiring decision to the association and/or the instructional superintendent, according to DCTA demands. DPS wants language that prohibits any discussion of the committee’s decisions, for fear confidential job candidate information could be revealed. DCTA continues to fight for language that provides teachers with a voice while ensuring the confidentiality of job seekers.

- **Performance evaluations (LEAP):** Teachers are tired of being “LEAP-ed,” according to DCTA. The practice of “LEAP-ing” includes staging teacher observations the minute a teacher returns from a vacation, moments after a safety incident occurs in a classroom or seemingly endless iterations of observations and evaluations. In an effort to alleviate one of the greatest issues challenging DPS teachers every day, DCTA unveiled its proposal to balance the power over teacher evaluations between the district, administration and teachers. The district has promised to review the revised Article 10 and return with feedback.

> “In DPS the observer currently has all the power,” said DCTA Bargaining Team member Rob Gould. “The teacher, well, you get what you get. And so what you see throughout our proposal is a system of checks and balances.”

- **Student discipline:** DCTA renewed its call that comprehensive restorative practices training be made available for all teachers – and the district responded by saying that such training will be available for all DPS teachers next year, both for groups and individuals who are unable to attend group training. In addition, DCTA expressed its deep concerns that there is no standard practice of developing comprehensive safety plans at all schools to provide guidelines and protocols on how to react to various safety issues at all schools. DCTA Bargaining Team member Lynn Valencia-Hernandez revealed the safety plan developed at Thomas Jefferson High School, which generated extensive discussion. DCTA insisted that such plans should be developed with teacher input, since teachers are the ones responsible for managing classroom safety issues when and where they occur.

> “As a parent of a DPS student that was in a impacted classroom this past year, the fact that I could go to one of our elected CSC members and be reassured that there were supports in place and a plan in place was good,” said Gould. “I do need to know that my child is safe and that the proper steps are being taken. We need this in all schools.”

Throughout the evening, district representatives politely vowed to review the DCTA proposals and language revisions, in stark contrast to many previous meetings where DCTA suggestions and recommendations were rejected outright. With less than two weeks remaining until the Master Contract expires, it is essential that DPS keep its word and work diligently to come to agreement on critical issues.

> “Our contract expires in two weeks so we are very interested in securing a contract and we are willing to go marathon sessions if needed,” DCTA Executive Director Pam Shamburg said at the start of Wednesday’s sessions. “We hope the district is finally ready to bargain.”
Were you a Non-Probationary teacher in another Colorado district last year? Transfer your Non-Probationary Status now!

Why is having non-probationary status important? State law says Probationary teachers can be non-renewed (laid off), for no reason as long as it is not illegal (such as discrimination). If a Probationary Teacher’s job is cut, the district owes them no help in finding another position. A Non-Probationary teacher in good standing can only lose their position because the school had to reduce positions – not just because administration would prefer someone else. The district owes a Non-Probationary teacher a 12 month placement if he/she is unable to find a new position on his/her own. Probationary teachers must get 3 consecutive years of effective ratings and return to the same district for the 4th year in order to gain non-probationary status. Even if you have accepted a job at an innovation school, you should port your Non-Probationary Status.

Click here to learn how to transfer your Non-Probationary Status!

Call the DCTA Hotline for advice at (303) 243-5221. Remember, you only have 30 days!

Are you an Early Career Educator?

Rise Up is a diverse and active group of early career educators providing practical and emotional supports. We are active, social justice-oriented educators working to engage and empower others in advocating for our students and communities! Come join teachers from across the district and let’s work together to be the change we want to see for our students!

Rise Up Happy Hour, Friday, August 25

Celebrate surviving your first week of students with us at Ace Eat Serve on Friday, August 25 starting at 4pm. The first 10 new educators who arrive will receive a free drink! Add Rise Up Happy Hour to your Facebook calendar.

Rise Up Meeting, Tuesday, September 5

Our first meeting of the 2017-2018 school year is at 5pm on Tuesday, September 5 at the Colorado Education Association/DCTA building, 1500 Grant Street. All early career educators are welcome! Click here to RSVP.