Ongoing discussion of ballot mandates focus of recent ProComp Bargaining

The ProComp Agreement expires in 20 days on December 31!

ProComp Bargaining convened again on Thursday as the DCTA and DPS Bargaining Teams gathered to continue discussing the identified issues both sides agreed were key to creating and implementing a new compensation system for DCTA bargaining unit members. Thursday’s session focused on the creation of a steps-and-lanes salary schedule and how each part of the requirements of the ProComp Ballot language could, or could not fit into that model.

A steps-and-lanes salary schedule is the number one goal of DCTA’s ProComp Bargaining Team. This type of salary schedule is similar to that used by Traditional Salary Schedule Teachers in DPS. Each step in that schedule is awarded based on years of service, and each lane awarded based on professional development and advanced degrees. Both result in a predictable and transparent increase to the base rate of pay for a teacher. Currently, ProComp teachers only use the salary schedule once - for initial salary-setting purposes. All increases to base are then earned through ProComp incentives. If the teacher does not jump through the ProComp hoops, the teacher does not receive these salary builders. The following are some highlights of the requirements of the ballot language discussed:

How do we meet the requirements of increasing teaching knowledge and teaching skills by successfully completing ProComp-approved advanced degrees, professional teaching standards, licenses and additional training? Both teams discussed addressing this portion of the ballot language (continued on page 7)

DCTA Holiday Celebration!

You are cordially invited to attend our annual Winter Holiday Party where we get to celebrate YOU! Please come and share some time with friends old and new. The food is delicious every year, and the secret is out: we serve adult beverages. Join us on Tuesday, December 19 at 4:30 in the Columbine Room of the DCTA Office/CEA building (1500 Grant St). There’s plenty of free parking! Hope to see you there! Click here to RSVP so we know how much food to order.
Dear Secure PERA Coalition Member,

Today, Walker Stapleton released his PERA proposal to reporters, we tried to listen into the call but he kicked us off – so much for being a transparent elected official.

Here are the high points:

- No COLA for 20+ years
- 5% contribution increase for active employees
- No additional employers dollars into PERA
- Retirement age will be increased to match social security, 67 years old
- Increase the highest average salary from 3 years to 10 years.
- The 30 year expected rate of return should be lowered from 7.25% to 5%.

Walker doesn't value the over half a million employees or retirees who count on PERA and don't have social security. He has also forgotten that these benefits help the entire state of Colorado's economy.

Let Walker know you don’t agree with his priorities by contacting him here.

You can read the Denver Post's coverage of his plan here and Colorado Politic's coverage here and here is one featuring our reaction.

Sincerely,

Lynea Hansen
Executive Director
Secure PERA
$1000 to $3000 Athletics Grant for Middle/High School Team!

Team Up with California Casualty. Give your athletes a sporting change with a Thomas R. Brown Athletics Grant. Last year, one of our own DCTA teachers received this grant—let’s get more this year.

Apply here to receive $1000 to $3000 for your middle school or high school team!

The California Casualty Thomas R. Brown Athletics Grant was established to provide support to public school sports programs impacted by reduced budgets. Click here to see complete grant eligibility requirements and conditions.

Rise Up Committee Meeting

Join us for the January Rise Up meeting, Monday, January 8 at 5:30 pm at Lincoln Elementary (710 S Pennsylvania St)! We will be organizing the 1/18 Mindfulness Workshop as well as planning for other trainings and events to support new and early career educators. Click here to RSVP.

Mindfulness Workshop

Learn the value of Mindfulness not only as a powerful self-care practice, but as a tool to engage your environment in the present moment and to live authentically. This 90 minute workshop offers insights and methods to blend mindfulness skills with your personal practice and explores the ever-expanding benefit mindfulness will bring to you, your classrooms, and your teams. We will cover real tools for stress management, distress tolerance, and classroom management. Start the new year ready to take care of you so that you can be ready for the challenges and open to the joys ahead! The Kaiser Permanente workshop, sponsored by DCTA’s Rise Up Committee, is on Thursday, January 18 at 4:15 pm at Lincoln Elementary (710 S Pennsylvania St). Please RSVP so we order enough Chinese food!
There is no Rep Council in December!

School Visits

Last week: We spent time at Beach Court Elementary, DSISD, Lincoln Elementary, and Newlon Elementary.

This week: We will be visiting Castro, Centennial, CMS, Cole Arts & Science, Columbine Elementary, Dora Moore, Farrell B. Howell, JFK, and Joe Shoemaker.

If you have not had your DCTA Back to School meeting yet, email your Uniserv Director—Kate Martin to schedule one.

Regional Open Houses

We are hosting regional open houses to make it more convenient for educators to remain up to date on everything happening with DCTA. All members and non-members are welcome to attend. Drop in to an open house near you to receive current information about your new contract, upcoming ProComp negotiations, etcetera from a Uniserv Director. Have your voice heard and join the conversation for what matters most for our students.

GVR Beer Garden Open House
Wednesday, December 13, 3:45—6:00 pm
4995 Argonne St
Click here to RSVP

CANCELED—Café Chihuahua Open House
Wednesday, December 20, 3:45—6:00 pm
2250 S Federal Blvd
(Happy Holidays!)

Hill Middle School Open House
Wednesday, January 10, 3:45—6:00 pm
451 Clermont St
Click here to RSVP

GVR Beer Garden Open House
Wednesday, January 17, 3:45—6:00 pm
4995 Argonne St
Click here to RSVP

Are you anxious or concerned about having your mid year conversation? Contact Uniserv Director Kate Martin to schedule a mid year conversation training for your school.
Welcome new DCTA members!

JORGE ANGUIANO GARCIA  CYLE HIRSCHFELD  SCOTT RUBIN
SHAWN BAILEY  KATE HOLMES  VIRGILIO SAN ANDRES
KAREN BARNETT  ELIZABETH HYLTON  ROBERT SAUTTER
AMERICA BATEMAN  JAMES JACOBY  MEGHAN SCHIEFERECKE
ALEXANDRA BECKER  JUSTINE JOHNSON  MARE SCHILLING
DANICA BENITEZ  RACHEL JONES  TROY SCHIMEK
ANNE BERG  ALICIA KARCZEWSKI  MIFLINSE SETON
CAROLYN BLACK  DEREK KNUFFKE  SARA SCHAFFER
SEAN BOWERS  WILLIAM KOCHER  HEATHER SHOWMAN
ANNA BRANTON  TARA KRUEGER  DAVID SMITH
SONNI CAREY  MARIA LAARMAN  MICHAEL SPENCER
COREY CARTER  ELAINE LEE  KEN TAGA
DONALD CAVALLO  TIFFANEE LENOX  DANIEL TALERO
MALLORY CLEVELAND  LINDA MALLORY  KELSEY TAMBLE
ELISABETH COOK  LISA MANN  SARA TANI
ANGELA CURINGTON  ERNESTINA MASIAS  KATHRYN THOMPSON
OLIVIA FANTINI  AIMEE MCADAMS  TRACY TILLSON
MATTHEW FAY  JULIE MCDERMOTT  RORY-TOD VAN HUISEN
EVA FERNANDEZ-BANOS  SEAN MCFARLAND  KRISTEN VERNER
HOLLY FIELDS  LAUREN MCKITTRICK  COREY WAGNER
REX FRERICH  JENNIFER MENDOZA  ANNE WALDEN-NEWMAN
ADELINE FRYAR  ANN MORRIS  SARAH WALTERS
TRACI GILLESPIE  JEANETTE NICASTRI  KAYLA WARDEN
KELSI GOINGS  HILARY O’KELLY  DANIELLE WATKINS
LAUREN GRAHAM  PATRICIA PAUL  AMANDA WENTZ
ANNA GRIFFITH  JAREDA PHENIX  ELIZABETH WHIPPLE
HAYLEY GUNTER  CASSIE PROUTY  BRITTANY WILLIAMS
WILLIAM HALL  JORDAN QUEEN  ZOE YABROVE
SCOTT HARRIS  SAMANTHA RADCLIFFE  SAMANTHA ZAMORA
STEVEN HATHORN  ADRIENNE RANDLE  VANESSA ZIMMERMANN
AMY HIGHSMTIH  NACNI ROMANO

It’s the U and I in UNION that makes us STRONG!
**Board Accountability Team (BAT) Update**

Students and teachers from George Washington High School spoke during the November School Board meeting public comment session. They discussed the problems with the SPF and how some schools benefited from the new rules, but many, like George Washington, did not. One student reported that their data found that if every white student in their school had just skipped every 5th question on their standardized test, GWHS would have been a green school. What color are you?

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Last week, the Hamilton MS Quintet played for the Colorado Department of Education’s annual Holiday Party. Afterwards, the DCTA office staff were delighted to receive a private encore. Pictured with these talented 8th graders are members Patricia Rahn (Shaw), Hamilton’s Instrumental Music Teacher and Alexandra Saba, Arts Team Lead, with Leticia Raymond, IB Coordinator.
(ProComp Bargaining continued from page 1) requirements through the potential implementation of the steps-and-lanes salary schedule. Teachers on the current Traditional Salary Scale have benefited from advanced degrees and professional development by moving lanes, resulting in an increased base salary. DCTA believes that a similar system should be used for teachers in ProComp, as well, rather than requiring ProComp teachers to do more work via the current PDU system to earn that increase.

While the district doesn’t view advanced degrees as impact on academic outcomes, teachers disagree. Teachers strongly believe that the additional education provides a tremendous benefit to their effectiveness in the classroom, enables high schools to provide concurrent college enrollment classes for students, and is a core value for educators.

How do we meet the requirement of positive evaluations of teaching performance? In order to achieve this requirement, the two teams again discussed the idea of a steps-and-lanes salary schedule. The most talked about concept was the idea of teachers moving a step each year as long as they achieved an “Approaching” or better evaluation score, resulting in an increase to that teacher’s base rate of pay. This is the same system used for teachers on the current Traditional Salary Schedule.

How do we meet the requirements of achieving distinguished school status? In an effort to fully fund a steps-and-lanes salary system in which all teachers could accrue as much base pay as possible, the two teams discussed moving the “distinguished school” status away from top performing/high growth and instead using other metrics. Many ideas were discussed on what that metric would be but no concrete decision was made.

The next ProComp Bargaining Session is scheduled for Monday, December 18 from 5 pm to 9 pm at the Acoma Campus (1617 S. Acoma St).

This is the last Slate coming out in 2017. The Denver Uniserv Unit office will be closed on Friday, December 22, returning Friday, January 5. We look forward to celebrating with you at the DCTA Holiday Party. Have a wonderful Winter Break!