Salary schedule, legislative mandates top concerns at ProComp Bargaining

The ProComp Agreement expires in 27 days on December 31!

The DCTA and DPS Bargaining Teams re-grouped Thursday night to begin the arduous process of determining key issues surrounding the creation of a new ProComp agreement – and identifying commonalities among those issues in an effort to engage Interest-based Bargaining (IBB) where appropriate.

Lead by Federal Mediation & Conciliation Service facilitator Kayla Mack, the teams first reviewed the issues each side identified as their biggest concerns in the first ProComp Bargaining Session earlier in November, working to find similarities among each side’s list and ways to merge like-focused issues.

The DCTA team quickly recognized its top issue of implementing a salary schedule, with step and lane movement, acknowledging that teachers and SSPs are challenged to plan their careers or their lives due to an inability to easily know where they stand financially at any given time.

“Teachers have real difficulty identifying where they are on the salary schedule and how they can find out what they’ll be making in two, three or five years,” said DCTA Bargaining Team member Rob (continued on page 5)

Are you passionate about improving/revising LEAP?

We need you to join the LEAP Collaboration Committee! Per Article 10 in our new contract, the LEAP Collaboration Committee will have 20 members, 10 appointed by the DCTA President and 10 appointed by the DPS Superintendent. This committee reviews and revises LEAP. We need teachers and SSPs. We would like a good cross section of teaching assignments (early childhood, special ed, electives, elementary, secondary, innovation school, etc.) This committee starts meeting in January. Email the DCTA office if you would like to join it.
Complaints Against Teachers / Administrative Leave / Corrective Action (Article 11)

Know Your Contract

Complaints Against Teachers

♦ When there is a complaint against a teacher, the teacher has the right to:
  ◊ Be promptly notified of the complaint
  ◊ Told the identity of the complainant
  ◊ Respond to the complaint
    • Principal may arrange a meeting to resolve the situation
    • Teachers also have the right to give a written response to any record of the complaint, if there is one, within 20 days.

Administrative Leave

♦ Administrative Leave Meeting
  ◊ Give specific allegations and basic reason administrative leave is necessary
  ◊ Should be held at end of school day whenever appropriate
  ◊ Teacher will be presented with a copy of the administrative leave checklist.
    • Teacher should sign it as acknowledgement that it was given to him/her
  ◆ Amount of Time
    ◊ Should only be used when necessary to protect students, staff, or conduct an appropriate investigation
    ◊ Administrative leave in not punitive and no record will be in teacher’s personnel file
    ◊ Investigations must be completed as quickly as possible
    ◊ Teacher can request a meeting to be held within 3 days to respond
  ◆ May have an association representative with them
    ◊ If leave lasts more than 7 days, teacher and DCTA will be notified by phone for the reason of the delay and expected completion
    ◊ Teacher will continue to receive full pay and benefits
    ◊ Once administrative leave ends, principal will meet with teacher to share results of the investigation and give teacher the opportunity to respond
      • May have association representative at this meeting

Corrective Action

♦ Before corrective action can be taken against a teacher, there must be an investigation. The teacher has the right to respond
  ◊ Teacher has right to union representation during an investigation
  ◆ If principal determines that corrective action may be necessary they will
    ◊ Inform the teacher of their intent to consider corrective action measures
    ◊ Allow the teacher the opportunity to respond
    ◊ Allow the teacher to have either another teacher or an Association representative present.
    ◊ Must have just cause to issue a letter of warning or reprimand or issue a suspension without pay.
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 one and a half hour 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!

Self-Care is Student Care

Be a better teacher by learning how to destress and stay focused.

This graph says it all: How many educators can say they’ve experienced these phases year after year. But it’s not just first-year teachers that struggle with mid-year disillusionment. Thankfully, there is a way to reduce the negative impacts of the never-ending cycle of anticipation, disillusionment and eventual rejuvenation. Review the presentation linked below for information on how overworking is not good for anyone (least of all your students) – and share it with your fellow educators. Inside the presentation are district resources you can use to help you overcome stress and take better care of yourself and your family.

For additional help, attend Rise Up’s Mindfulness Workshop on January 18, taught by Kaiser Permanente psychologists. (See article below)

DCTA Self-Care Info and Resources

Learn More About Schoology from DPS Peers with Webinar

Want to learn Schoology tips from your DPS peers? Stay in the comfort of your classroom or home to attend the Schoology Webinar at 4 p.m. Dec. 6. Click here for details about the webinar and featured guest, Priscilla Shaw, a DPS Schoology star and DCTA member. To join the webinar, click https://zoom.us/j/300129959.
There is no Rep Council in December!

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.

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

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

Café Chihuahua Open House
Wednesday, December 20, 3:45—6:00 pm
2250 S Federal Blvd
Click here to RSVP

School Visits

Last week: We spent time at Cowell Elementary, Lake Middle School, McKinley-Thatcher and North High School.

This week: We will be visiting Cole Arts and Sciences Academy, Dora Moore, Greenlee, and Hill Campus of Arts & Sciences.

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

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.
Thinking about retiring or taking a leave of absence next year?

To qualify for the early retirement notification stipend or get permission for a leave of absence you must notify the district by February 1st. Please contact HR for the forms.

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.

(ProComp Negotiations continued from page 1) Gould. “There’s a lot of moving parts.”

The DPS team’s top issues were similar in that they focused on base salary and its trajectory.

“One of our first questions was ‘what drives base growth’ since I think we talked about how our biggest concern is how do we look at base growth and second, ‘what is the trajectory for that base growth,’” said DPS team member Michelle Berge.

Thus, in probably one of the easiest agreements the teams will ever reach, the first issue was determined to be: “Can we have a salary schedule – and what would it look like?”

In the IBB process, once an issue is identified the next step is for teams to work together to identify the interests that create the compelling needs for the issue on each side (and again, find common ground among those sometimes competing interests). With the help of the facilitator, both teams spent time together identifying the interests for each party that fall under the first issue (e.g., “predictability,” “fairness,” “logical,” etc.). However, during this process one interest (“being connected to the ballot language”) through a wrench into the proceedings.

It was felt on both sides that the requirement of meeting the ballot language was a much broader matter than merely being an interest under one issue. Following a brief caucus, both teams agreed to elevate the requirement of meeting ballot language to an issue-level topic – and determined that identifying ALL issues should be the top priority before diving deeper into each individual issue.

After lengthy conversations – and at least one more quick caucus – a final list of all issues to be reviewed was agreed upon:

- Can we have a salary schedule – and what would it look like?
- How do we meet the requirement of “teaching and hard-to-staff schools”?
- How do we meet the requirement of “teaching and hard-to-fill positions”?
- How do we meet the requirement of “increasing teaching knowledge and teaching skills” (continued on page 6)
Congratulations to DCTA Endorsed Jennifer Bacon and Dr. Carrie Olson who were sworn in as DPS School Board Members last week!

(ProComp Negotiations continued from page 5) by successfully completing ProComp-approved advanced degrees, professional teaching standards licenses and additional training”?

- How do we meet the requirement of “positive evaluation of teaching performance”?
- How do we meet the requirements of “meeting or exceeding objectives for student learning”?
- How do we meet the requirements of “achieving distinguished school status”?
- How do we transition to ProComp 3.0 and continue and strengthen our collaborative oversight?

The remainder of the night focused on an informal discussion of issues 2 and 3, in an effort to identify the key interests under each issue – and fully understand the meaning and intent behind the ballot language. In the next Bargaining Session, discussion will pick up at this point to run through each of the issues outlined above.

The next ProComp Bargaining Session is scheduled for this Thursday, December 7 from 5 pm to 9 pm at the Acoma Campus (1617 S. Acoma St).