



# DCTA Slate

February 7, 2017

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## Our Master Contract with DPS Expires in 145 Days on August 31, 2017!

### BARGAINING - Master Contract Negotiations

#### Last Night's

**Session:** We were excited to see nearly 150 community members and teachers attend public bargaining. Your bargaining team demanded to replace



LEAP with a new evaluation system that focuses on supporting rather than punishing teachers. Any new evaluation system must include collaboration and teacher input. [Click here](#) for the full bargaining update and to hear reactions from last night's session.

**Bargaining 101:** Those of you at bargaining last night might have heard the district demand to work with a Federal mediator. DCTA declined. We thought you might like some information on mediation.

The federal government runs the FMCS (Federal Mediation and Conciliation Service). They will provide a trained, professional mediator free of charge to help negotiate a labor contract. So why did DCTA say no? For several reasons: first, there are only two mediators for the entire states of Colorado and Wyoming. There are many demands on the mediators' time and it would delay our bargaining to be able to schedule with the mediator. Second, it is just too soon. We have only met twice with the district. We are in the early days of bargaining and are not at any kind of stalemate – there just isn't a need for a mediator at this time. Third and most importantly, federal mediators will not work in public. When even one member of the public is present, the mediator will only meet with the parties in separate, private caucus rooms and shuttle proposals back and forth. Colorado now has a public bargaining law. DCTA is committed to defending the integrity of public bargaining. Our teachers, SSPs, parents and community deserve transparency on our bargaining process and DCTA will fight for it.

**ACTION:** We need your personal contact information! We will be providing urgent, up-to-date information on bargaining, including recent proposals and calls to action via these email addresses and cell phone numbers. [Click here](#) to add your email to the list and be in the know.

**DCTA Elections - Nominations Close at 5pm on Friday:** If you are interested in running for a position or nominating a fellow member, please use the Nomination Form below. We look forward to active participation in our election process to promote growth and build the strength of our union. Deliver to 1500 Grant, Suite 200 or email to DCTA Executive Director, [Pam Shamburg](#).

**DCTA Election Information meeting:** Any candidate for DCTA office may attend an information meeting at 5pm Friday, February 10 at DCTA, 1500 Grant, Suite 200.

[2017 DCTA Election Nomination Form](#)

[2017 DCTA Election Calendar](#)

[2017 DCTA Election and Campaign Rules](#)

**Betsy DeVos Confirmed as Secretary of Education.** Across the nation, millions of people including parents, students, educators, civil rights groups, and other public education advocates—both Republicans and Democrats—rallied to oppose the DeVos nomination. This public outcry denies Trump and DeVos a mandate to take over our public schools. We are going to turn this energy and activism into action to protect students and public education. **Stay engaged. We will hold DeVos accountable for the decisions she makes on behalf of our nation's public schools.**

#### Denver Education Community Responds to Immigration

**Orders:** We stand together—as a school district, educators, students, and families—to oppose the actions President Trump has taken through his executive orders today, Jan.26, 2017. Immigrant and refugee students, families, educators and staff are precious members of the Denver school communities [read more](#)

#### Button Mondays:

Wear your button in solidarity on Mondays! If you don't have one or your school needs more, let your rep know or email [Lila](#).



**Non-Probationary Teachers Status and Innovation Schools:** While teachers at some DPS innovation schools can earn and maintain non-probationary status, many are at-will employees or on 1-year contracts. [The next time your innovation plan is up for renewal, DCTA can help you change this.] But what happens if you had non-probationary status prior to moving from a traditional DPS school to a DPS innovation school that does not recognize non-probationary status? Your non-probationary status was "put on hold" – meaning that your end-of-year ratings do not count toward the gain or loss of non-probationary status.

Although the innovation school does not recognize non-probationary status, if you return to a traditional DPS school without a break in service, you will return with the non-probationary status you previously held. Be sure you understand, that unlike non-probationary teachers in a traditional school, the district does not owe you a 12 month placement if you do not find a mutual consent position as you are leaving your innovation school. However, once you obtain a mutual consent position in a traditional school, your non-probationary status is reactivated.

**What constitutes a break in service?** If you resigned or were terminated from DPS and then returned to DPS, you returned as a probationary teacher. The exception would be if you returned to DPS from another school district in which you attained non-probationary status.

It is important to be aware of this at this time of year when there are reduction in buildings.



**Reminder - Union Dues Are Tax-Deductible:** If you itemize, you can include \$62.10 per month from your dues in your deductions.

#### Upcoming DCTA Events:



#### How to Lobby for your Rights, Thursday, February 16

Who are the key Colorado decision makers, where do they have power, what trends are impacting public education today? How do you impact all of this? Come to our information session. [Read more](#)



#### DCTA Lobby Day, Wednesday, February 22

If you are passionate about educating Colorado legislators regarding students and teachers' needs, join us as we talk with them in person. [Read more](#)



#### ASIST Suicide Prevention Training, Friday, February 24 & Saturday, February 25

**Would you like to earn 15 hours of recertification credit?** ASIST is an Evidence-Based Practice designed to teach professionals and non-professionals alike how to recognize suicide risk and what to say and do to keep the person safe until the next level of help can become involved. The \$60 registration fee (payable to DCTA) includes 2-day interactive training, all participants' materials, a certificate of completion, as well as continental breakfasts and lunches both days. [Read more](#)

#### Upcoming Community Events:



#### Educators for Justice Rally, Monday, February 20

Join us in solidarity as we raise our voices to support our local communities in opposition to anti-public education and anti-social justice institutions. [Read more](#)

**T-Shirt Tuesdays:** Send us pics of your school in DCTA shirts and we will post them in the Slate.



Emily Griffith High School Teachers Show Their Support