



DCTA Slate

January 23, 2018

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Lobby your Elected Officials

As you can see from the following items on parental notification and PERA, it is vital that you take the time to speak with your Colorado legislators.

DCTA Lobby Day will be Wednesday, February 7. If you are passionate about educating Colorado legislators regarding students and teachers' needs, join us

as we talk with them in person. These one on one conversations will help shape policy discussions around hot topics for 2018, including proposed PERA changes.

Participants will meet at 8:00 am at the CEA Building (1500 Grant St) with many other Associations and receive a briefing from CEA political staff. After a Q & A session, members will walk over to the State Capitol to flood the building with constituents promoting the needs of public education. [Click here to RSVP.](#)



Parental Notification

This year it is imperative that you monitor proposed Colorado legislation and take action when needed. School funding, teacher shortage issues, and changes to PERA are all on the agenda. But there is another important issue that needs to be addressed. Some legislators are considering legislation that would demonize teachers and remove your due process rights. While it is legitimate that we address student safety any parental notification legislation must respect the right of teachers to due process

In 2011 CEA opposed and challenged a parental notification rule adopted by the Colorado Board of Education. This rule would have mandated a broad notification to parents

when any educator was charged with a criminal offense. CEA successfully argued that the State Board overstepped its rulemaking authority when it required parental notification for a list of criminal charges which was overbroad, including non-school related charges such as driving under the influence of alcohol, and the rule was overturned.

The legislature can strike a balance on this issue that does right by students, educators and parents. CEA's governmental relations and legal teams will assist lawmakers in crafting legislative language that does not interfere with ongoing criminal investigations, protects the safety of our students, and observes the due process rights of educators. Please [contact us](#) with questions on parental notification bills moving through the legislature and how you can support a parental notification law that promotes student safety and protects educator rights.

PERA Legislative Update



The PERA “fix” bill has not yet been drafted, however, Senate Republicans are adamant in drafting a “PERA Board Plus” bill that **includes a new defined-contribution (DC) or 401k style retirement system in for new employees**. This would further undermine PERA rather than improving the financial health of the PERA system. This is actually an attack on educator pay, since PERA is part of an educator’s compensation package. Studies by both the legislature and the State Auditor found that a PERA Defined Benefit program provides a better retirement benefit than a DC system regardless of whether you were in PERA for 5 years, 15 years or 30 years.

CEA's 2018 PERA Reform Guiding Principles (adopted by the CEA Board of Directors, Dec. 7, 2017)

- CEA is committed to maintaining the financial stability of members’ retirement funds through a defined benefit program. Any efforts to destabilize or dismantle it, including through a new or hybrid defined-contribution program, would be opposed.
- CEA will work towards PERA reforms to close the amortization period to within 39 years if possible. (half of current 78 year amortization period for School Division)
- All PERA stakeholders – The state, current and future employees, retirees and employers – must all contribute to the stabilization of PERA either through or via PERA Reforms.
- Employees should not be asked to contribute more to PERA during their time as current/active employees than the costs of their retirement benefits. (technically known as normal costs)
- Any solution should help districts meet GASB (Governmental Accounting Standards Board) standards and maintain or improve bond ratings.
- Any discussion around increasing the retirement age must account for the increased workload on educators that extends well beyond school hours and respective classroom environments for students.
- CEA supports the concept of an “auto-adjustment” provision as long as all PERA stakeholders are involved in each adjustment or “click” and that each “click” is gradual to prevent wild swings from year to year.



What can you do? Take Action—Converse with legislators, local influencers, the general public or friends and family, or better yet [write a Letter to the Editor](#) on:

- How valuable a Defined-Benefit retirement system is to an educators’ compensation package as deferred pay. Attacks on the DB system should be opposed as it is an attack on educator pay.
- The economic impact of PERA in our communities. \$6.1 BILLION in economic output helps sustain 32,800 jobs. \$271M in tax revenue for our schools, roads, etc.
- How the state helped put us in this mess by underfunding PERA by \$4.5 BILLION since 2001. While the state paid their statutory obligation, they did *not* pay their actuarially required contribution (ARC) or now actuarially determined contribution (ADC) that fluctuates from year to year. [\(continued on page 3\)](#)



Susan McHugh, AP Government & Politics teacher at East High School, and DCTA member, was on 9 News last Thursday evening to answer questions about a government shutdown. [Click here to watch the video!](#)

Have your voice heard!—TLCC Survey launches Wednesday

The Teaching & Learning Conditions Colorado (formerly TELL Colorado) is an anonymous and confidential survey for Colorado’s school-based staff to share perceptions of teaching and learning conditions. This year it has been reduced to only take about 15 minutes and can be completed in one or multiple sessions online, even from your mobile devices. TLCC is from the state and it’s the only data source Colorado has on school conditions. This is the one opportunity teachers have to join together and provide reliable data to our schools, districts, and state policymakers on our teaching and learning conditions. We want every teacher voice to be heard to let policymakers know what you need to do your job well. [Learn more about TLCC online.](#)

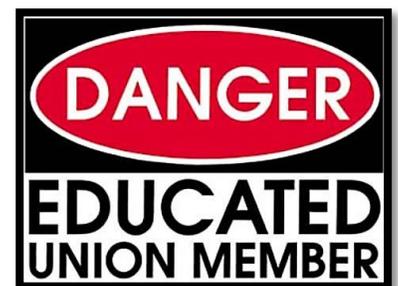
School Visits

Last Friday: We spent time at Barnum, Cheltenham, DCIS Montbello, Doull, Holm, Place Bridge, Sandra Todd-Williams ECE, South, Stephen Knight, and Traylor.

This week: We will be visiting Colfax Elementary, Denver School of the Arts, Emily Griffith, Grant Beacon, Grant Ranch, Hallett, Lake, Skinner, South, Summit, and Teller.

Regional Open Houses

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.



Café Chihuahua Open House

Wednesday, January 24, 4–6 pm
[2250 S Federal Blvd](#)

Hill Middle School Open House

Wednesday, February 7—**CANCELED** due to
Bargaining that evening

'Bout Time Pub & Grub Open House

Wednesday, January 31, 4–6 pm
[3392 W 38th Ave](#)

GVR Beer Garden Open House

Wednesday, February 14—**CANCELED** for
Valentine’s Day

Schedule New Compensation Presentation for your School
The ProComp Agreement now expires in 51 days, on March 14!

Contact your UD [Kate Martin](#), [Alizay Furtado](#), or [Brock Grosso](#) to schedule a meeting to discuss a new teacher compensation system in DPS. Changes are being bargained now, and it is imperative that you know where we are headed on YOUR compensation system.

The next Bargaining Session will be on Tuesday, January 30 from 5 pm to 9 pm at the [Acoma Campus \(1617 S. Acoma St\)](#). February and March session dates are on Wednesday, February 7; Thursday, February 22; and Wednesday, March 14.



Last Week's Mindfulness Workshop

Last Thursday, 25 teachers came together for Rise Up's Mindfulness Workshop at Lincoln Elementary School. DCTA members learned about stress management and mindfulness techniques from Kaiser Permanente's wonderful trainers. Teachers left the room feeling more equipped to manage stress, both inside and outside their classroom. A special thanks to Jennifer Holtzmann and Rachel Sandoval from the Rise Up! committee for their hard work on this event. Be on the lookout for more Rise Up! events and [reach out to Jennifer](#) at if you are a early career educator who would like to get more involved in the committee's work.

"We are the collective voice lifting up the individual."



SAG-AFTRA president Gabrielle Carteris gave an impassioned speech at the 2018 Screen Actors Guild Awards this past Sunday, "Unions play a significant role in the lives of workers across the country. Our commitment to safe workplaces, inclusion, and creative and economic equality; these are the things that make us stronger", Carteris said. "We are the collective voice lifting up the individual."

[Click here to watch her entire speech on YouTube.](#)

Our Students.

Our Profession.

Our Careers.