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ProComp Expires Tomorrow

Only one Compensation Agreement Bargaining Session remains, so be certain to attend and make your voice heard! The session is scheduled for tomorrow, beginning at 8:30am and continuing all day and evening. We have asked that Tom be in attendance to help us get a deal done, but we have yet to receive a response.

Tonight, the DCTA Board of Directors will be considering next steps in the event that we do not get a deal. What’s next? What are you willing to do?

We are asking all teachers and community members to come and show support for returning to a fair compensation system that includes a steps-and-lanes system, with base increases and less incentives.

Teacher Walk Ins Continue

After teachers across DPS staged nine walk ins last week, they continued their efforts this week to demonstrate support for the DCTA Bargaining Team by staging another ten walk ins this week to show support for compensation system bargaining. The actions have gotten the attention of local media and parents as tomorrow’s expiration date approaches. While teachers have made it clear that they want to get a new deal finished tomorrow, they have also made it clear that they are not willing to give in to a deal that does not fix the problems of the current ProComp system. Check out some pictures of the walk ins on the next page.
Bradley Elementary

South High School

University Park

Emily Griffith High School

Colfax Elementary

East High School

Click here to see more photos!
DCTA Elections—Call for Nominations

We look forward to active participation in our election process to promote growth and build the strength of our union. If you are interested in running for a position or nominating a fellow member, fill out and submit the Nomination Form below. Nominations will be accepted February 27 through March 16.

Ballots are to be distributed at Rep Council on March 20th and must be returned to DCTA by 6 PM on April 18th or they can be dropped off at Rep Council on April 17th. Please do not place them in the school mail as we can’t guarantee that they will be delivered by the deadline. These are the DCTA governance positions that are open: DCTA Secretary, DCTA Treasurer, Northeast Sector Director (3 openings), Northwest Sector Director (1 opening), Southeast Sector Director (4 openings), Southwest Sector Director (3 openings). There are also 19 openings for the National Education Association (NEA) 2018 Representative Assembly. DCTA pays for the top 3 vote-getters. Other elected representatives are responsible for their own expenses. There are also multiple openings for each sector’s Colorado Education Association (CEA) 2019, 2020, 2021 Delegate Assembly.

2018 DCTA Election Nomination Form 2018 DCTA Election Calendar

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DPS to Change How all Employees are Paid

As you know, DPS will be changing to a twice monthly pay system beginning in August 2018. In addition, there will be a change to the work year. In the past, the work year was considered September 1st to August 31st. However, since everyone now starts the new school year in August, the work year will also begin in August starting in 2018. The work year will be August 1st – July 31st. The only significant change caused by the new work year is when you receive your last paycheck when you stop working for the district. Your final paycheck will cover July 16 – 31, which will be paid on August 7. If you would like to know more or want to share a comment with DPS, click here.

Seventeenth Annual César E. Chávez Day March

Join us on Saturday, March 31, as we march to honor Chávez’s legacy as an educator, environmentalist, and a civil rights leader.

Mass starts at 9:00 am in the Saint John Francis Chapel at Regis University (3333 Regis Boulevard), followed by the march to the César E. Chávez Park (4121 Tennyson St) and festivities with music, food, and awards. Click here to RSVP.
**NEW Bill Supported by the Colorado Education Association**

The Colorado Superintendent’s New School Funding Distribution Formula was written in order to assure that priority students receive more funding.

It aims to provide all 178 Colorado school districts with an increased level of funding for all students, while at the same time establishing a more equitable distribution of funding for students who are underserved and/or face the greatest challenges to achieving Colorado’s Graduation Guidelines and finishing high school ready for college and career.

The work of the Superintendents has become a bill sponsored by Representative Dave Young, Senator Don Coram, and Senator Andy Kerr. This bill was developed to create a distribution formula that uses weights for special education, English Language Learners, gifted and talented students, as well as students living in poverty. It creates a transparent model which recognizes cost differences among districts related to size, geography and the cost of doing business and includes an increased base amount to begin moving total per student funding in Colorado closer to the national average.

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**Let’s start calling PERA what it really is: an investment in our future**

On March 7th Colorado legislators introduced SB 18-200. This bill is simply another attack on our retirement system (PERA). It includes a **defined contribution** provision that does nothing to improve the financial health of PERA. Instead, this provision reduces the pool of contributors to our PERA system. It dramatically exacerbates our unfunded liabilities and creates serious problems for the financial viability of our retirement system.

PERA should be looked at as an investment in our state and for the future growth of our state. Over half a million public employees depend largely on PERA for their livelihood. In addition, through PERA we contribute more than $6 billion into the Colorado economy.

If we want to attract and retain educators, we have to provide them with a strong retirement though PERA. It’s time to hold our legislators accountable.

These are 3 ways to take action to protect PERA:

1. **Contact your legislators:** Call 720-408-6669, follow the prompts to be connected to your legislator.

   Tell them to vote no on SB 200 because this bill will further exacerbate the educator shortage and will incentivize churn of educators over longevity. It will further discourage people from going into the education profession and staying for a full career. Our students’ success depends on a stable teaching profession. The bill does nothing to fix the financial health of PERA and only benefits wealth advisors and other corporate entities.

   Or email legislators at this link (and then share with your friends and colleagues)

2. **Sign up** to take a personal day or leave day to talk to legislators at the capitol any day Monday – Friday from 8:30-1:00

3. **Attend an upcoming town hall meeting**

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Upcoming DCTA Events

Opportunity to be Heard!

Is student discipline a problem in your school, are you concerned about the new reorganization of the special education department, need to know what supports are available?

Come to the March DCTA board meeting and hear from Eldridge Greer, head of DPS student services. This is an opportunity for you ask questions and share your concerns/issues in a teacher/SSP friendly environment.

Dinner will be served. Please RSVP so that we can order enough food.

March DCTA Board Meeting
Tuesday, March 13, 2018  4:30 pm
1500 Grant (Grant and Colfax): 4th floor
Free parking in lot. Sign in at front desk.

March Rep Council

Rep Council is on Tuesday, March 20 at DCIS Baker from 4:30 pm—6 pm. Be sure to come pick up your ballots!

Reminder for CMAS Season:

Many of you will be administering tests for the next few months. We would like to remind you that although your planning and lunch times may be adjusted during testing, you are entitled to this time even if your duties have been adjusted for testing. You should make your administrators aware of how many of these hours taken away from teaching are impacting your SLOs!

REGIONAL MEETINGS SUSPENDED

Starting in March, Regional Meetings will be suspended due to lack of attendance. Please reach out to your Uniserv Director to schedule a building meeting or area meeting for information around NEA benefits, Compensation System Bargaining, LEAP and self-advocacy, or any other topics specific to your building.

School Visits

Last week: Newlon, Kepner Beacon, McAuliffe at Manual, Kennedy, Bear Valley, Denison, Emily Griffith, Place Bridge, Inspire, Hamilton, George Washington High School, West Leadership Academy, Bruce Randolph and Legacy Options

This week: High Tech, Goldrick, Polaris, Academia Ana Marie Sandoval, Castro, Eagleton, Place Bridge, Valdez, Career Early College, University Park, George Washington HS, West Early College, West Leadership Academy, Hamilton, Farrell B Howell, Kepner Beacon, Grant Beacon
Welcome to Our New DCTA Members!

Congratulations to the winners of our new member drawing, Anna Slattery and Wyvonna Sue Okerson! We will be delivering your $500 prize, soon!

Our Students.  Our Profession.  Our Careers.

Congratulations!