In this issue:

• PERA Update
• Is There No end to Teacher Job Description
• Retiring Teachers
• Drawing Winners
• Interested in Public Office?
• DPS Pay
• Cesar Chavez March
• Moms Demand Action
• School Visits
• Need Re-Certification Credits?
• BAT Team Report
• SPED Department Update
• Elections

PERA Bill Update:

The Senate is expected to take up the PERA bill, SB 200, this week. Please encourage your members to *call 720-408-6669 today* and urge Senator Angela Williams to vote NO on SB 200 with any Defined Contribution provision. All 35 Colorado senators need to hear from our members. 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. The bill does nothing to fix the financial health of PERA and only benefits wealth advisors and other corporate entities.

Is There No End to a Teacher’s Job Description?

By Dave Hammond, Teacher at DSA

It is not lost on teachers that the responsibility for school safety is now being discussed as part of the ever widening array of teacher duties. When teachers say they don’t have time to plan during their day it’s mostly because they are performing tasks associated with other professions on top of their teaching responsibilities. In the last few years, assessment, student accommodation, treasury and medical responsibilities have been heaped on teachers with little to no discussion.

Many teachers that are currently working remember a day when scope, sequence and depth of material made up the bulk of what the job consisted of. Making sure that pacing was adequate, making time for in-class discussions to check for understanding and trying to set time for individualized instruction were of primary concern as well. Assessment through teacher-made exams conformed closely to in-class curricula, presentations and projects, as well as to district scope and sequence expectations. The ballooning assessment industry has changed all this dramatically in the last 15 years by basing scores on state or national standards. Now, an individual teacher’s results are collected through an intricate computer program that the teacher has to be able to learn, manipulate, and then cull results from. They then direct specialized content - much of which already has a prewritten script. Data is scrutinized by district or state tests and algorithms, determining school closures, teacher bonuses, and overall teacher effectiveness. This heavy responsibility - that teachers are expected to reach a predetermined state or national level of proficiency with all students re-

Continues on next page
Regardless of the students’ previous preparation or the school faces financial repercussions or even closure – is the “new public education” and is not compensated for in teacher salaries.

In 2018 the responsibilities of teachers have been expanded to include duties that previously belonged to specialists. Years ago, if a student was having difficulty reading, for instance, a reading specialist might come into a classroom to assist instruction. With the advent and advancement of learning disability diagnoses, many students have been diagnosed with ADHD, dyslexia, ADD and a plethora of conditions that inhibit learning in a traditional classroom. Although the diagnoses have increased, assistance in the classroom for these maladies have been completely eliminated and teachers have been made responsible to make the (sometimes drastic) accommodations in classrooms in order to meet the varying needs of students. Many parents amplify modest conditions a student may be experiencing through an IEP (Individualized Education Plan) or a 504 (Accommodation Requirement) which in turn makes the teacher legally responsible to meet demands laid out in these documents without further compensation from the district.

Recently some schools in the DPS have gone to the new “School Bucks” system of bill payment that will probably be district-wide soon. This program requires teachers to have a district purchasing card (credit card) to pay for all expenses. This in itself may seem convenient but the ensuing paper and computer account maintenance is intimidating to say the least, as this work was previously done by the school treasurer – a person trained in accounting procedures and policies. Teachers are now being asked to fulfill what was once considered treasurer duties based on a single hour-long computer training. This will be added to all teacher duties without enhancing their personal salaries.

If a teacher wants to enhance student education by taking an educational journey outside the school overnight, the teacher now becomes responsible for all medications for the students, and in some cases, must be the one who has to perform a medical procedure. Teachers who take school trips are routinely subjected to confusing and rapid medical trainings by school nurses intended to impart knowledge that they have amassed over a career. These trainings include medication dosing, side effects and procedures that the teacher must know along with knowing how to inject insulin or EpiPen doses and many other procedures only professional medical staff would feel comfortable doing. All these responsibilities have been added to teachers without enhancing their personal salaries.

With the latest school shootings, many politicians are calling for teachers to carry weapons in schools for the protection of students, as if teachers’ schedules and capabilities could now accommodate the duties of “police officer” along with professional assessor, treasurer and medical personnel. Is it the unending desire of districts to want all responsibility of student welfare to rest on teacher shoulders alone that allows politicians to think of teachers first

---

Retiring Teachers/SSPs Join DCTA-R!

Membership in DCTA-R provides you with an active, organized proponent voice to support Colorado public schools and our PERA pension benefits. Your participation in DCTA-R will keep you in touch with the statewide and national activities of your peers and your profession. As a member, you will be informed about important issues, such as retirement, medical and insurance benefits. Your eligibility for NEA Member Benefits programs will continue, and you can continue to support your colleagues, public education and children.

Click here to learn more about DCTA-R and to download the DCTA-R Application.

---

Congratulations to the winners of our new member drawing, Anna Slattery and Wyvonna Sue Okerson!
DPS Board Meeting: Meeting the Needs of Our Schools
March 15th 2018

Superintendent Boasberg spoke at the March board meeting about reorganizing the student equity and opportunity team in DPS. Behavior issues will be supported by the Whole Child Team instead of the Instructional Specialists, he said. All AN Elementary schools will receive $50,000 stipends for resources and DPS will open its first therapeutic day school in 2020.

In public comment teachers shared first-hand accounts of services not being provided, outrageous SPED caseloads, and cuts to the SPED department. Teachers claimed that litigation is needed before they receive adequate services for the students in their schools.

A group of Latino students shared their experiences with school resource officers and school officials. These positions are not always viewed the same by DACA students as they are by traditional students, they said, due to the challenging interactions they may have had with authorities in the past.

SPED Department Update

Eldridge Greer, head of DPS Office of Student Equity and Opportunity, came to the DCTA board meeting last week to explain the coming reorganization of the special education department and discuss student discipline and safety. The meeting was not a success. Besides board members, the board room was packed with SSPs; teachers, parents, community members, and school administrators. These folks wanted to know what these changes would look like in schools and how schools and teachers would be supported. SSPs had many concerns about their caseloads and being able to meet the needs of students. Unfortunately, Mr. Greer had only been prepared with a few canned responses and was unable to answer questions. He kept asking people to “send an email with specifics.” A number of audience members responded that they had done so multiple times and never received a response, nor the promised meeting. In the end Mr. Greer walked out (to get to another meeting, he said), in the middle of a question from a frustrated school administrator. The DCTA Executive Director, Pam Shamburg, told Mr. Greer the matter was not finished and to expect more follow-up from DCTA.
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.

Moms and Educators Demand Action for Gun Sense in America

will be marching in support of the student organizers on March 24th. We’d love to have you march with us! We will meet at 1:15 by the Broadway entrance to the Central Library on the corner of 13th and Broadway. Look for a group of people wearing red. We will then walk over to Civic Center Park together. Contact Rachel Barnes with any questions.

School Visits

Last week: Grant Beacon, Goldrick, Denison, Polaris, Sandoval, Eagleton, High Tech Elementary, and Place Bridge

This week: Oakland, Ashley, Denver Discovery, Swigert, Sandoval, Kepner Beacon, East High School, Centennial, Newlon, DCIS Fairmont, Kepner Legacy, and Denison

We continue to schedule building visits, so please invite us by emailing DCTA@Coloradoea.org.
Do You need Re-Certification Credits?

Learn how to teach Black History with a focus on Colorado! You can earn 6 credit hours (90 clock hours) in one semester and learn about Colorado’s African American History! It starts with a ½ day workshop in Denver, visiting the Black Cowboy Museum, the Denver Main Library historical archives and the Blair Caldwell Historical Library. Then you will visit the UNC campus and tour Dearfield. The next tour is to the Pikes Peak area to see where African Americans lived near Colorado Springs. At the final full-day workshop you will share materials, write lesson plans and discuss your journals.

To register: Ask for Dr. Sills-Brown at 720-326-5176 or go to [www.TheEduCtr.com](http://www.TheEduCtr.com)

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!

Park Hill Teachers supporting the DCTA Bargaining Team
Interested in Running for Public Office?

Are You Interested in Running for Public Office? Teachers have the respect and support of the public. No experience necessary! We will train you!

As an educator you are already a leader in your community. You are on the front lines of what is affecting the lives of students each day. Your perspective is invaluable and one that is needed on more school boards. The decisions made by school boards have a dramatic impact on the lives of teachers and their ability to deliver a quality education to students. The threats posed by special interest groups to our members and their students are real, and we must meet this opportunity head on.

We are looking for people who will promote public education on school boards, city councils, county commissions and state legislatures during a critical moment for public education in our country. If you, or someone you know, is thinking about running for office, we would like to help prepare you!

Click here for more information
DCTA Elections

DCTA elections begin this week. Below are the profiles submitted by candidates. Candidates are grouped by office, then alphabetical order. Please make sure your school has someone attend Rep Council tonight to pick up ballots!

Rachel Sandoval For DCTA Treasurer

My name is Rachel Sandoval and I have been teaching for 4 years. Before I became a teacher I worked in corporate America in different facets of accounting, ranging from managing a hotel to being in charge of several law firm offices across the US. I am interested in bringing my experience and expertise to our Union because I believe it is important for our members to know where and how their sacred Union dues are being spent. As a treasurer, I will be transparent and bring updated financials to rep council so if any member has a question I can answer it on the spot. I’m running because I believe finances are a crucial aspect of how a union is run.

I have financial experience to help our Union for any upcoming unforeseen circumstances that may come our way. I would appreciate your vote as Treasurer for DCTA!

My name is Amber Wilson and I am running for Secretary of the Denver Classroom Teachers Association.

I joined DCTA my first day as a teacher in Denver Public Schools eighteen years ago and have never looked back. I became my building’s AR while still a probationary teacher and over the years have served on numerous DCTA committees, joint DPS/DCTA workgroups, as well as the board of DCTA and CEA. As the current DCTA Secretary, my work with the Executive Committee and Board has resulted in a growth in membership as well as a more engaged membership. Working on behalf of the teachers and students of Denver has defined my career from the start.

Education has changed a lot in the past 18 years – but none more so than the past two years in which I have held office. With the maelstrom of extreme viewpoints and terrifying events of gun violence, the job of a teacher has gone beyond that of simply teaching lessons and grading papers to being a safety barrier for our students. We must protect them from societal forces turning a blind eye to their needs, both educationally and emotionally.

The forces at work within Denver sit at the center of a national windstorm seeking to topple public schools. The winds blow from both the well intentioned, if not misguided groups, to those ill-intentioned whose only goal is to pillage public monies for their own profit. As a union, we stand together against these forces fighting for our students.

The next few years will be defining ones for our association. The district must listen to teacher demands as to a new, more fair and transparent Pro-Comp system that provides the financial stability educators need and deserve. As the winds shift, new reform efforts will blow into town and the DCTA needs to be prepared to repel those corporate backed agendas with the voice of educators.

I am seeking re-election to the DCTA Executive Team and am guided by the years of experience working with different stakeholders from the local to national levels. With so much at stake, experience matters now more than ever before.
Dear Vibrant DCTA Members,

My name is Hazael Roman Lagunas. This is my 5th year working for Denver Public Schools in the Southeast region. If elected, I will commit to seeking out and listening to the amazing wisdom of my co-workers and fighting to ensure that we get the respect and compensation we deserve. As a lifelong Denver resident, I also know how important it is to promote community support of teachers and schools. I hope to encourage outreach efforts not only to parents, but also to the media and community partners. My experience as a union organizer in higher ed gives me a leg up in understanding the tactics necessary to build a network of active rank-and-file members in every school. If we approach the task of organizing our colleagues from a position of solidarity and practical support, we can grow our union and grow our power. If I am elected to the DCTA Board of Directors, you can count on me to leverage all my experiences as an educator and activist to fight for excellent community schools, an active, democratic union, and a contract that recognizes the true value of Denver educators.

In Solidarity,
Mr. Roman-Lagunas
Lynne Marie Valencia-Hernandez

I am running as a Board of Directors candidate, hoping to have the honor of representing the southeast region. I am in my fifth year of teaching for Denver Public Schools and was also a Denver Teacher Resident. Currently, I teach fifth grade and previously worked in second grade for four years, all at Ellis Elementary. This is my first year as an association representative. At Ellis, I also am a member of the Instructional Leadership Team (ILT), a Team Specialist, a member of the School Leadership Team (SLT), and I regularly attend our school PTO meetings. Although I am still in the early years of my teaching career, my experience with education is fairly extensive. My stepfather was superintendent and my mother was on the board of education for the public school system that I attended in Michigan. Additionally, my husband is a first grade teacher at Kaiser Elementary in the Southwest region of DPS. Education has always been a topic of passionate debate in my home and family and, as a teacher and member of DCTA, I am dedicated to this career. I am excited about the prospect of becoming more involved with DCTA. I hope to use my position to work towards fair compensation for teachers and to

Hi, I'm Priscilla Shaw and I'm running for the SE Director position. I currently teach band and orchestra at Hamilton Middle School. I'm a National Board Certified teacher and in my 24th year in public education (16 years in DPS.) My past experience with DCTA has included serving as a Building Rep, SE Board Director, DCTA Treasurer, CEA Delegate, NEA Delegate, CEA Fund and DCTA Fund. In addition, I have worked as a building principal, Peer Observer and Summer ELA/READ ACT Site Leader. My volunteer activities in the District include serving as the Chairperson for the DPS Asian Education Advisory Council and Co-Chair of the Asian Belong Group. Over the past 24 years, I have seen a lot of ups and downs in our education system. I believe that now, more than ever, we need unity, cohesiveness and the capacity to be strong educators for our students. We are living in a time where our students are highly impacted socially and emotionally and we, as teachers, are absorbing a lot of stress and expectations. Recovering from the high expectations from day to day can make us weary. I know what it’s like to work in a building where the leadership is appreciative and supportive of the work I do. It’s that gratitude that inspires me to be creative and tenacious. We all need that type of positivity. I firmly believe that nobody knows more about educating our children than teachers. My hope is that we find ways to meet the needs of all of our students and communities in a way that is equitable. As a teacher of color and with a parent who is an immigrant to the United States, I understand the importance of getting a strong education and working hard. I’m ready to continue to make a difference in the lives of my students and colleagues. I hope we can come together, restore the dignity of what it means to be a teacher and work through the challenges and differences we face.

Margaux Rowley

I am running as a Board of Directors candidate, hoping to have the honor of representing the southeast region. I am in my fifth year of teaching for Denver Public Schools and was also a Denver Teacher Resident. Currently, I teach fifth grade and previously worked in second grade for four years, all at Ellis Elementary. This is my first year as an association representative. At Ellis, I also am a member of the Instructional Leadership Team (ILT), a Team Specialist, a member of the School Leadership Team (SLT), and I regularly attend our school PTO meetings. Although I am still in the early years of my teaching career, my experience with education is fairly extensive. My stepfather was superintendent and my mother was on the board of education for the public school system that I attended in Michigan. Additionally, my husband is a first grade teacher at Kaiser Elementary in the Southwest region of DPS. Education has always been a topic of passionate debate in my home and family and, as a teacher and member of DCTA, I am dedicated to this career. I am excited about the prospect of becoming more involved with DCTA. I hope to use my position to work towards fair compensation for teachers and to

in Bilingual & Bicultural Education from the University of Colorado. I am a Nationally Board-Certified Teacher in Language Arts and Literacy. My husband, also a DPS teacher, and I have graduated two children through DPS, we are a DPS/DCTA family! I am currently teaching English and Ethnic Studies at Thomas Jefferson High School.
My name is Alex Wentz and I am running for Board of Directors Southeast. I am in my 4th year of teaching, 3rd in the district, and I teach math at South High School. I have chosen to run because I am passionate about protecting and elevating the teaching profession. I was a member of the SUN Team during the bargaining of our Master Contract, have organized building-level actions, and have worked to address issues regarding school climate and culture at South High School. I believe strongly in the importance of integrity, transparency, and the power of collective action. Given the chance to serve as your representative on the Board, I would work to elevate and empower teacher voice, increase union influence, and engage the greater community in our shared causes.

Southeast CEA Delegate

Timothy Brown for CEA Delegate Assembly

Representing the Denver Uniserv Unit, which is comprised of teachers and education support personnel, is an important task. There are numerous issues facing our state currently: school funding, changes to PERA, educator and school evaluation, collective bargaining rights, and the like. Having our voice present is important.

Northwest CEA Delegate

My name is Ann Franco and I would appreciate your support and your vote in electing me to the Colorado Education Association Delegate Assembly representing DCTA. I have served as a delegate for several years and would like to continue being a delegate at the State level.

Northwest Sector Director

Hello my name is Ann Franco, I am a 28 year veteran teacher in the Denver Public Schools and a PROUD member of the Denver Classroom Teachers Association. I am running for the Board of Directors representing the Northwest Sector. I have been an active member of DCTA for 20 years and would like to continue being your voice and advocating for all members. Being on the Board will allow me to work for the members in the NW as well as DCTA. I would appreciate your support and your vote.
Let me introduce myself: I am Katie Allen, an elementary school teacher and lover of math. I work at Polaris Elementary in downtown Denver. Thank goodness I followed in my mother’s footsteps and became a teacher, even though growing up it was really difficult for me to watch what she went through. As a full time teacher and full time local president in her association, I saw her stand up for students and not always win the short-term fight. But, I did get to see her win some of the battles to the benefit of her students and the teachers she served. Because of her, I was excited to go to new teacher orientation my first year of teaching and sign up to help the association! I have been an active member for all of my eight teaching years. Some of my passions have been uncovered while I was working to engage members; as the Chair of the Membership and Organizing Committee, being an Organizing Intern with CEA for two summers, and attending the very FIRST Equity Leadership Forum with the NEA.

I am currently running for one of the DCTA Board seats for the Northeast sector. I hope to use this position to continue working toward the goal of all schools in Denver being as excellent as our students deserve, as well as engaging and empowering our members.

I, Beverly Thurman Baldwin, am currently serving on the Board of Directors for the Northeast sector and would like to continue to serve teachers in this area.

I have taught in Los Angeles and Denver. While in Los Angeles, I was on the local and State Delegate Assembly. Upon returning to Denver in 1996, I joined DCTA. I have served as a DCTA Representative, CEA Delegate Assembly member and on the Instructional Issues Committee. I have been a classroom teacher, Reading Specialist, and an ESL teacher. I am currently a librarian, at Park Hill Elementary.

Hi I am Rob Gould, your chief spokesperson for the DCTA Bargaining team. I have been privileged to be an integral voice for teachers on the team since 2006. I am running for the DCTA Board of Directors because I see so many of the challenges that our teachers face in the Northeast sector of Denver and I want to be your voice on the board. I am a graduate of DPS, a National Board-Certified teacher and this will be my 20th year as a Special Education teacher for DPS. This year marks my 8th year as a Special Education Peer Observer and I support teachers in over 50 schools through observation and feedback cycles. I have been successful in this role for so long because I have learned how to listen to others and support them with their challenges and goals. Because I have been in so many buildings in our sector, I constantly see the challenges that we face including co-location, charter and innovation schools, and the constant barrage of behavioral challenges due to DPS’ lack of support for our students. I am tired of teachers being blamed for student outcomes when it is the short-sighted policies of our district that are actually causing the most harm to our students and our profession. My goal as your representative is to take on these challenges and guide our organization to take back our profession. Please stand with me, and vote for me to represent you on the DCTA board.
Since 2016, I have been humbled to serve my fellow DCTA members in the schools of Southwest Denver on the DCTA Board of Directors. During this time, I have fought to be a voice for the Southwest community when debating policy and the direction of our union. I have spoken in support of financial transparency within DCTA, debated in favor of more inclusive election practices, and argued on behalf of educators in DCTA who deserved further support from our organization. While many of my stances are not popular with every member of the Board of Directors, I believe that they serve the interests of those who elected me to work and further the DCTA's reach and help our union grow in power.

For nearly a decade I have been a special education teacher in DPS, serving at three separate schools, Rishel, Hill, and now Henry. For the past five years, I have been an association representative in my buildings doing my part to support my colleagues as we navigate the ups and downs of education together.

On March 13, 2018, I voted in favor of exploring increasing actions up to and including a strike if our Bargaining Team did not have an agreeable option on the table when Procomp was to expire. I commit to holding our association leaders accountable in this regard, because Denver teachers and SSP’s deserve better than Procomp. Period.

Robert Armagost, NBCT

My union involvement began my first day teaching twenty-one years ago. Over that time some districts had strong unions, weak unions and even in Harrison School District, a union-busting administration. In Los Angeles Unified, as the school union representative, I went toe to toe with administrators almost daily forcing them to follow the contract. Through my experience, I know how important vibrant union leadership is to empower teachers to serve students.

I believe that in DCTA we need:

More Unity, Less Divisiveness;
More Action, Less Rhetoric

To this end, my focus as a Board member will be to press the district administration to respect and value what teachers do in the classroom. The district views teachers as a commodity and not as professionals.

I will work with DCTA to develop a comprehensive safety and security plan based on best practices from experts in the field and to convince the district that protection of its teachers and students is paramount.

I will advocate for change to the district culture so evaluations are used for teacher development – not punishment. We have great teachers as well as future great teachers; we should collectively help them grow. In that aim, I am in the process of developing a DCTA National Board support program.

Most importantly, district policies used to deny non-probationary status must be changed. In fact, I am chair of the Colorado Education Association committee developing bills to lobby the Colorado Legislature to change these unfair
Timothy Brown for NEA RA

In 2017, RA delegates voted overwhelmingly to hold safeTALK suicide alertness training at the 2018 RA. I am committed to providing this training. I am also committed to keeping our needs as educators and the needs of our students at the forefront.

My name is Ann Franco and I am running as a Delegate to the National Education Association Representative Assembly representing DCTA. I have been to the NEA-RA since 2002 serving on several committees and I would like to continue to represent DCTA, I would appreciate your vote.

DCTA Elections: Ballots will be distributed at tonight’s Rep Council. Come listen to the candidates’ speeches, 4:30 at the DCIS cafeteria, 574 W 6th Ave. All ballots must be collected and returned to DCTA by 6 PM April 18th or can be submitted at the April 17th Rep Council meeting. Do NOT send ballots through inter-office mail as there is no guarantee they will arrive by deadline.

Beverly Wadman for SW Director

I am a 25 year veteran teacher. I have worked in three Colorado counties and in all sectors (private, charter, and public). As a new teacher needing to gain experience, I was forced to work in schools where I had no rights. I could hardly wait to belong to a union, and since signing up on my first day, I have not taken that privilege lightly. I have been a building rep for 7 years with 99% union membership and on the DCTA Board for 3 years but still feel like there is so much more work to be done.

There is a systemic disrespect for educators and an intentional dismantling of public education happening in DPS. That is why I have fought at the local level against school closures, supported our bargaining team in getting fair compensation and worked to elect School Board members who will support our mission. At the state level, I am currently caucusing for a pro-public education candidate to be elected as Colorado’s next governor.

I believe, with a united front, there is nothing educators can’t accomplish especially when it threatens the well-being of our students. Therefore, I am committed to increasing our power so that we can improve all aspects of educator’s working conditions as well as our student’s learning environments. Let’s get this done together!