



# DCTA Slate

May 31, 2017

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## Our Master Contract with DPS Expires in 66 Days

on August 31, 2017!

### BARGAINING:

#### DPS Says It Heard Teacher Concerns; Compensation Proposal Says

**Otherwise:** Public Bargaining on May 30 started off with a bang. In front of a crowd of roughly 71 teachers and community members, and another 2,248 people watching via Facebook, The DCTA Bargaining Team, accompanied by three teachers' testimony, firmly rejected the District's proposal on teacher evaluations, saying the status quo was no longer an option.



"What it boils down to is that teachers need joint decision-making power over the entire system." DCTA Bargaining Team Spokesman Robert Gould asserted.

The District then presented their compensation proposal. Under the district's teacher compensation proposal (revealed Monday night at the DCTA-DPS bargaining session), DPS teachers will receive a flat increase of \$572 per year to their base salary. This amounts to an average 1.04 percent increase, but much less for many of the veteran teachers, who the District claims to respect. This increase breaks down to being just barely above \$47 per month, before taxes. The national average compensation adjustment for 2017 is 3 percent according to Washington, D.C.-based business forecaster Kiplinger.com.

It's not hard to imagine why a mere \$572 annual salary adjustment feels so inadequate to a professional living in Denver. To provide some perspective, here is how economic conditions feel to a teacher making below \$40,000 a year trying to make ends meet:

- Forget buying a home:** Between 2000 and 2015, the median sales price for a home in Denver more than doubled.
- Get used to exorbitant rent:** Renters in Denver pay \$1,220 for a one-bedroom apartment and \$1,592 for a two-bedroom apartment.
- Don't go out - ever:** A three-course meal for two at a mid-range restaurant in Denver costs approximately \$60 - 33 percent higher than the U.S. average of \$45.
- Even coffee costs too much:** A cappuccino in Denver runs approximately \$4.17 (around 12 percent more than the national average price of \$3.73).

During the meeting, District representatives said "We heard you on the \$50,000 starting salary and....[continue reading online](#)

**Stay in the Know!** Summer is almost here and it is critical that all of our members stay engaged in the negotiations process. Before school starts in August, we will have several public bargaining sessions, and we need everyone to participate so we can continue to put pressure on the District to give us a fair contract. We will be sending summer bargaining dates to your personal email address, once we set times with the district. Here is a list of actions all of us can take to keep up the fight:

- ⇒ **Attend Bargaining Sessions!**
- ⇒ [Sign up](#) for text msg alerts.
- ⇒ [Give us your personal contact information](#) so we can reach you over the summer.
- ⇒ [Like DCTA on Facebook](#), RSVP to Bargaining Session events on Facebook and share them with your friends.

### Were you a probationary teacher who was non-renewed by DPS? Did they tell you that you were conditionally eligible or ineligible for rehire by

**DPS? Please fill out this online form.** We are consulting with our attorneys about possible legal action. We need to hear from you.

### Do you teach ECE through 3<sup>rd</sup> Grade? Do you know that you will be impacted by district changes to their discipline policy?

Beginning next year, the district will essentially refuse to suspend/expel these students for all but the most extreme and dangerous behaviors. Are you prepared to cope? Do have some thoughts about the supports and resources you will need to be successful with challenging students? DPS has agreed with DCTA to meet with teachers of young students to discuss what resources will be needed. Are you interested in sharing your concerns? [Fill out this online form to sign up.](#) Time and locations will be arranged later. Extra duty pay will be available for participants.

**Is your career at risk? Contact DCTA right way!** Under current Colorado law, any non-probationary teacher who receives two consecutive years of less than effective ratings (approaching or not meeting) is at risk of losing their non-probationary status. If this is your second year, please contact DCTA right now for advice on how to appeal this rating. If you fail to act, you will become a probationary teacher in the fall and may be non-renewed next spring. This is something you must take seriously.

**Do you feel that your approaching rating was inappropriate?** You need to act immediately, whether you are probationary or non-probationary, even if this is the first year for your rating. Please [contact DCTA](#) for advice on the redress process as soon as possible.

## Volunteer at NEI



**Monday, July 31,** Represent DCTA at this summer's New Educator Institute. Be the first to meet the newest DPS teachers and share with them the benefits of being

members of their teachers' union!

Join friends and colleagues on July 31<sup>st</sup> to help DCTA's membership recruitment. Come for a morning, an afternoon or stay the day! Email [Lila Jimenez](#) if you want to volunteer.

### African-American Equity Task Force (AAETF) Announces Proposals for the Board:

The AAETF was asked to develop and present a set of prioritized recommendations to help close the Opportunity Gap for our African-American students and educators and build equity in schools. They will be presenting their recommendations at the next Board of Education meeting on June 15, 5pm, at the [District office](#), 1860 Lincoln Street.

Attend this meeting to hear their presentation and to share your thoughts on moving forward!

Read their recommendations [here](#).

**Denver Discovery School votes against joining an Innovation Zone:** Last week, the staff at Denver Discovery took a vote around our school joining an Innovation Zone called the Luminary Learning Network (LLN). Our administration and the LLN presented many benefits, including increased funding that would support additional staff and greater flexibility with curriculum and policy. As we did more research and asked more questions, we found that it would not be guaranteed that Denver Discovery would be able to buy back services from the district we originally opted out of, if we needed them. It was also vague what accountability and oversight the LLN and our school would have. Though I cannot speak for the intentions whole staff, everyone had an informed voice in the process and the overwhelming majority voted against joining the LLN. That was the decision they felt best serves our school and kids.



~ Michael Windham, DCTA Member at Denver Discovery School

### Congratulations to this year's Retirees!

DCTA would like to remind you that if you are on ProComp you should check your school's SPF ratings in the fall. If your school earned a ProComp Incentive (Top Performing/High Growth), contact DPS Payroll and let them know you are a retiree who contributed to your school's performance rating and tell them where to send your payment!

**Will this be the LAST Slate you will ever receive?** The answer is "YES" if you are retiring and you have not joined NEA/CEA/DCTA Retired (DCTA-R).

#### Why join NEA/CEA/DCTA-R?

- Continue to receive updates regarding the state of Denver Public Schools.
- Get involved in the upcoming School Board election.
- Stay informed about PERA, health benefits, Social Security, Medicare, pension protection, and other retirement security concerns.
- Improve public education through mentoring and intergenerational programs and activities.
- Get political updates of what is happening at the State Capital.
- Enjoy activities with former colleagues and new friends.
- Volunteer in community-based programs and/or political action.
- Participate in national and regional conferences and seminars.
- Continue your eligibility for Legal Services. (this is important if you are planning to substitute)
- Receive a wide range of benefits through [NEA Member Benefits](#).
- Retain your California Casualty Insurance.

[Click here](#) to learn more about DCTA-R and to download the DCTA-R Application.

### DCTA Comes to You!

**Last Week:** Our staff enjoyed spending time with the educators at Colfax, Brown, Emily Griffith High School, Columbian, Westerly Creek, Fairview, Stedman, and Denver Discovery.

**Have a wonderful Summer Break!** We look forward to having building visits with you in the fall.

## Upcoming Events:



### Rise Up Summer Kick-Off Party, Thursday, June 1, 4-7pm, [Ace Eat Serve](#)

Make this end of the year happy hour your first stop! All early career educators are welcome. Invite and bring teacher friends from across the district and even outside the district! 1 free drink for the first 10 members who arrive. [RSVP online.](#)



### End of Year Social, Friday, June 2, 3pm-7, [Bout Time Pub & Grub](#)

Come and celebrate the end of the year with fellow DCTA members!



### Denver PrideFest Parade, Sunday, June 18, 8:30am, [Cheesman Park](#)

March with DCTA as we celebrate diversity and embrace LGBTQ pride! On Sunday, June 18 the annual Coors Light PrideFest Parade starts at 9:30am sharp in Cheesman Park and makes its way west down Colfax Avenue directly to Civic Center Park. Denver PrideFest is now the 3rd largest festival and seventh largest parade in the nation. [RSVP online.](#)



### New Educator Institute, Monday, July 31, [Denver Center for the Performing Arts](#)

Join friends and colleagues to help DCTA's membership recruitment. Come for a morning, an afternoon or stay the day! Email [Lila Jimenez](#) if you want to volunteer.



Teachers are the *experts* on how education policy affects classrooms and kids. But the consultants and lobbyists are the ones influencing legislation. Meanwhile, the former businessmen and lawyers are signing it into law. These folks rub elbows at the capitol and never even step foot in our classrooms.

Well, I am one teacher who has a lot to say. Through the CEA Fellowship I explored my ideas with experienced, powerful teachers from across the state. I built meaningful relationships with leaders in the field and elected officials that will last beyond my year as a Fellow. The Fellowship opened the door for me to elevate the teacher voice in a variety of impactful settings.

The CEA Fellowship will be valuable to you if you want to be empowered to be a career educator who ideas are heard where it counts.

~ Marita Whalen, 2017 CEA Policy Fellow

# HAPPY LAST WEEK OF SCHOOL!