ProComp Bargaining Commences with a Facilitator.
The ProComp Agreement expires in 34 days on December 31!

Your DCTA Bargaining Team and representatives from DPS met just before the Thanksgiving break for the first bargaining session to negotiate terms for a new Professional Compensation System for Teachers (ProComp). Observers of previous bargaining sessions held this year may have noted a significant difference in the proceedings, which were facilitated by Kayla Mack, a specialist with the Federal Mediation & Conciliation Service (FMCS).

"FMCS is a relatively small independent federal agency of the executive branch created in the 1940s," Mack explained at the start of the session. "We do mediation, grievance mediation, employment mediation and also facilitation at the collective bargaining table and in other ways."

The FMCS facilitation was agreed upon by both parties prior to Thursday’s session and is designed to help steer both parties to productive use of time and information through the bargaining process. As part of the facilitation, both DCTA and DPS also agreed to consider engaging Interest-based Bargaining (IBB), a negotiation process that encourages more open communication and discussion at the table. Mack spent the first part of Thursday’s session detailing the IBB process and answering questions from the teams.

"Everyone participates of (his or her) own volition and I will have no regulatory authority, no enforcement authority," Mack said of her facilitator role. "I will remain neutral at all times and will not advocate for a party or position."

The IBB process, Mack explained, consists of five steps:

1. Define the issue or issues
2. Develop interests
3. Generate options through brainstorming
4. Evaluate options with criteria
5. Develop a solution through consensus

Following a lengthy explanation of how the IBB process works, both teams acknowledged their willingness to proceed – with the understanding that there may be some adjustments to the process along the way. At any time that Interest-based Bargaining becomes untenable to either party, Mack explained that bargaining (continued on page 7)
COMMITTEES TO JOIN:

**LEAP Collaboration Committee:** Per Article 10 in our new contract, the LEAP Collaboration Committee will have 20 members, 10 appointed by the DCTA President and 10 appointed by the DPS Superintendent. This committee reviews and revises LEAP. We need teachers and SSPs. We would like a good cross section of teaching assignments (early childhood, special ed, electives, elementary, secondary, innovation school, etc.)

**Whole Child Task Force:** Do you know 5 teachers and/or SSPs who are driven to fight for Whole Child supports? Do you have a recommendations for a community member or parent who would make a strong contribution to this task force.

**Paid Family Leave Committee:** Do you support paid maternity, paternity or adoption leave for DPS employees? We will be exploring ways to make this happen.

**ProComp Transition Team:** We need 2 more members to round out this team. The ProComp Transition Team oversees the yearly operating principals of ProComp. This is an extremely important joint committee with the district. It will be even more important as we work to implement the new ProComp system after it is negotiated.

**ProComp Trust Fund:** Are you great with numbers and investments? ProComp Trust Fund directs the management of the tax dollars raised each year to fund ProComp. DCTA needs one more member for the ProComp Trust Fund

**Board Accountability Team (BAT) Committee:** Do you follow the DPS Board of Education? We need you to join the Board Accountability Team (BAT) Committee. BAT committee members attend monthly School Board meetings (third Thursday of every month) and keep DCTA leadership abreast of important issues that have come up. They also build relationships with individual board members so the board is continuing to hear what educators need in order to provide the schools Denver students deserve.

**Rise Up Committee:** Rise Up is a diverse and active group of early career educators (8 years of experience or less) providing practical and emotional supports. We are active, social justice-oriented educators working to engage and empower others in advocating for our students and communities! Come join teachers from across the district and let’s work together to be the change we want to see for our students! Rise Up meets on the first Monday evening of every month for 1-2 hours.

**Ethnic Minority Advisory Committee (EMAC):** EMAC promotes awareness of ethnic minority issues and encourages the development of organizational strategies to address those issues. EMAC also supports the recruitment and retention of ethnic minority educators and promotes ethnic minority involvement at all levels of the organization.

If you are interested in joining any of these committees, please email the DCTA office and let us know!

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We are hearing there are a ton of discipline issues in DPS schools. If your school has discipline issues and we have not heard from you, **contact us**! We need to know!
Know Your Contract

SLTs (School Leadership Teams)

What is it: School Leadership Team: the operational team in the building. You makes decisions around the day to day operations of the school and you are a decision making body! Innovation Schools: If your school waived the SLT know the replacement plan.

Why it’s important: This is the number one place for problem-solving at the school level! Planning time, lunch hours, teal days, coaching cycles, PD’s, class load, after-school activities, planning documents...

Your roll: You are not expected to know the contract inside and out, but should be thinking about decisions in relation to the contract. Know how to find the contract, review it and report to the SLT on contract language regarding decisions that impact students and teachers.

Where to look: Article 5, Article 8 and Article 18 for language specific to SLT.

Article 5: 5-5-1 Each school will have a School Leadership Team (SLT) consisting of the principal, the association representative, a teacher appointed by the principal, and a minimum of 3 teacher representatives who should represent a cross section of the faculty including grade levels, specials, department chairs and special service providers. These (SLT) members are elected annually by a majority of the faculty voting by secret ballot. The SLT will seek to operate in an environment marked by mutual support and respect.

5-5-2 The SLT will strive to make decisions by consensus. A consensus is either a unanimous decision or a majority decision that the entire SLT, including the dissenters, will support. If consensus cannot be reached, the matter shall be referred to the Instructional Superintendent who shall consult with the Association prior to making a decision. The Instructional Superintendent will review and consider any information provided by any member of the SLT.

5-5-3 The SLT will meet regularly and their responsibilities shall include:

1. Review data and collaborate in the development of the Unified Improvement Plan (or future equivalent);

2. Review and collaborate on the design of the school’s schedule, including by not limited to
   a. Student schedule
   b. Teacher schedule
   c. The design of and schedule for the professional development plan within the 40 hour work week, e.g. use of “teal days” or equivalent. The SLT shall take into consideration other professional development and teacher obligations in scheduling this time.
   d. Other operational and professional functions (e.g. Committee meetings, faculty/staff meetings, grade-level meetings, vertical team meetings, departmental meetings, planning with instructional personnel, data teams)
   e. Contingency plans for lack of substitute teachers in order to assure equitable impact and implementation.

3. Review and collaborate on the implementation of the instructional program as it specifically applies to classrooms and grades at the school including prioritizing and sequencing activities within the teacher work week.

4. Collaborate to identify strategies for increasing enrollment at the school; (continued on page 7)
How to attain Non-Probationary Status:

To attain Non-Probationary status a teacher must receive three (3) consecutive years of an “Effective” rating, or greater, AND must have a position in the same district which gave the rating, the fourth (4th) year.

If you are at an innovation school, please review your innovation plan to verify whether or not your plan waived TECDA. Many innovation schools do not allow you to achieve non-probationary status. Contact us with questions.

If you are a teacher who has entered or will be entering an innovation school and you have attained Non-Probationary status, your Non-Probationary Status will be placed “on-hold”. If you leave the innovation school, your Non-Probationary status will be “re-activated”.

Win a Burrito Party for your School!

Any school that gets 5 new members between October 17 and January 1, will receive a burrito party! The following schools are in the running so far:

3 New Members:
- Place Bridge Academy
- Dr. Martin Luther King, Jr. Early College
- Denver Montessori
- Doull Elementary

2 New Members:
- Abe Lincoln High School
- Florida Pitt Waller
- Hallett Academy
- Legacy Options High School
- Montclair
- DSISD
- Farrell B Howell
- Green Valley Elementary
- Henry World Middle School
- High Tech Early College
- High Tech Elementary
- John F Kennedy High School
- McMeen Elementary
- Northfield High School
- Samuels Elementary
- South High School
- Southmoor Elementary
- Swigert International

1 New Member:
- Beach Court Elementary
- Bill Roberts
- Cole Arts & Sciences Academy
- Cowell Elementary
- DCIS at Ford
- Denver Green School
- Denver Montessori
- Doull Elementary
- Dr. Martin Luther King, Jr. Early College
- DSISD
- Farrell B Howell
- Green Valley Elementary
- Henry World Middle School
- High Tech Early College
- High Tech Elementary
- John F Kennedy High School
- McMeen Elementary
- Northfield High School
- Samuels Elementary
- South High School
- Southmoor Elementary
- Swigert International

Advocate for yourself! Fill out your mid-year professionalism card.
The November Rep Council meeting is TODAY (Tuesday, November 28) at DCIS Baker (574 W 6th Ave) from 4:30 pm—6 pm. All members are welcome to attend. We will provide training on mid-year conversations and ways to practice self-care.

It is important for all Reps to attend monthly Rep Council meetings this year. Rep Training is occurring at each Rep Council versus at a weekend training.

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**Regional Open Houses**

We are hosting regional open houses to make it more convenient for educators to remain up to date on everything happening with DCTA. All members and non-members are welcome to attend. 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.

- **'Bout Time Pub & Grub Open House:**
  - Wednesday, November 29, 3:45—6:00 pm
  - 3392 W 38th Ave
  - [Click here to RSVP](#)

- **Hill Middle School Open House**
  - Wednesday, December 6, 3:45—6:00 pm
  - 451 Clermont St
  - [Click here to RSVP](#)

- **GVR Beer Garden Open House**
  - Wednesday, December 13, 3:45—6:00 pm
  - 4995 Argonne St
  - [Click here to RSVP](#)

- **Café Chihuahua Open House**
  - Wednesday, December 20, 3:45—6:00 pm
  - 2250 S Federal Blvd
  - [Click here to RSVP](#)

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**School Visits**

- **The week before Thanksgiving:** We spent time at Bryant-Webster, CEC, Lake Middle School, and North High School.

- **This week:** We will be visiting Cowell, Lake Middle School, and McKinley-Thatcher.

  If you have not had your DCTA Back to School meeting yet, email your Uniserv Director—Kate Martin—to schedule one.

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**REP COUNCIL**

The November Rep Council meeting is TODAY (Tuesday, November 28) at DCIS Baker (574 W 6th Ave) from 4:30 pm—6 pm. All members are welcome to attend. We will provide training on mid-year conversations and ways to practice self-care.

It is important for all Reps to attend monthly Rep Council meetings this year. Rep Training is occurring at each Rep Council versus at a weekend training.
Thinking about retiring or taking a leave of absence next year?

To qualify for the early retirement notification stipend or get permission for a leave of absence you must notify the district by February 1st. Please contact HR for the forms.

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DCTA Holiday Celebration!

You are cordially invited to attend our annual Winter Holiday Party where we get to celebrate YOU! Please come and share some time with friends old and new. The food is delicious every year, and the secret is out: we serve adult beverages. Join us on Tuesday, December 19 at 4:30 in the Columbine Room of the DCTA Office/CEA building (1500 Grant St). There’s plenty of free parking! Hope to see you there! [Click here to RSVP](#) so we know how much food to order.

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Rise Up December Committee Meeting

Join us for the November Rise Up meeting, Monday, December 4 at 5:30 pm at [Lincoln Elementary](#) (710 S Pennsylvania St)! We will be planning trainings and events to support our new and early career educators. [Click here to RSVP](#).

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Mindfulness Training

Join DCTA's Rise Up Committee and Kaiser Health to get yourself ready for the new year. This 1.5 hour training will help you re-center, help reduce stress and relax. Start the new year ready to take care of you so that you can be ready for the challenges and open to the joys ahead! Thursday, January 18 at 4:15 pm at [Lincoln Elementary](#) (710 S Pennsylvania St). [Click here to RSVP](#).

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Half Day Suicide Prevention Alertness Training

Suicide Alertness for Everyone, a four-hour workshop, will be held on Saturday, December 2, from 8 am—noon at Mental Health Colorado with co-trainers Sally Spencer-Thomas and DCTA member Dr. Timothy Brown. Learn how to notice and respond to situations where suicide thoughts might be present, apply the TALK steps (Tell, Ask, Listen, and KeepSafe), and more. [Click here to register](#).
The first step in the process, identifying key issues, filled the remainder of the night’s agenda – with both teams providing input for an initial list of issues to be resolved during the bargaining process. The following is the list of issues that was generated during this discussion:

- What drives base salary growth?
- What’s the trajectory of base growth?
- Is base growth accessible to everyone? (teachers and SSPs)
- How do we recruit and retain quality teachers?
- How do we meet the requirements of the ballot language (mill levy)?
- How do we keep it simple?
- How do we keep it predictable?
How do we recruit and retain career teachers?

How can we honor teachers who want to stay in the classroom for the duration of their career?

How do we close the achievement gap?

How do we ensure our best teachers are teaching at our most highly impacted schools?

How do we ensure the overall solvency of the trust and the general fund?

How do we account for future population growth?

How do we ensure that the general fund is paying for teacher salaries at the same level as their traditional schedule and ProComp is used for incentives?

How do we fix the salary schedule?

How do we create the $100,000 teacher?

How do we create transparency in the system?

How do we ensure that ProComp encourages collaboration between teachers?

How do we ensure that the SPF does not negatively impact ProComp or LEAP?

How do we change or eliminate top performing/high growth?

What do we do with the other incentives?

How do we value professional learning?

How do we ensure that the program reflects credible research and best practices?

How do we transition to ProComp 3.0?

How do we limit overhead and get as much of the trust into teachers’ pocket?

How do we ensure the best allocation of resources across the District?

How do we ensure the best allocation of resources across the District?

Both teams will work to refine these issues in the coming two weeks, consolidating those issues that are connected and prioritizing the list to begin working on defining interests of each issue for all parties. Teams are expected to return to the table with their consolidated and prioritized lists at the next ProComp Bargaining Session scheduled for Thursday, Nov. 30.

“We’re excited to move forward with this process and work to provide the professional compensation Denver teachers deserve in order to meet the needs of students,” DCTA President Henry Roman said. “Our experienced bargaining team – fresh off their great work on the Master Contract – are ready to dig in.”

The next ProComp Bargaining Session is scheduled for this Thursday, November 30 from 5 pm to 9 pm at the Acoma Campus (1617 Acoma St).