In this issue:

- Purpose of ProComp
- School Board Elections
- New Contract Highlight
- Rep Training
- Rep Council Calendar
- BAT Committee
- EMAC All Call
- How’s Your SLT
- Regional Open Houses
- School Visits
- Optional Tasks
- Teacher Evaluations
- Rise Up Dates
- ASIST Training
- CA Casualty
- Avalanche Tickets
- Hallway Humor

What is the Purpose of ProComp?

The ProComp Agreement expires in **83** days on December 31!

ProComp negotiations will start soon, and the DCTA Bargaining Team has started preparation for the daunting task of negotiating a new compensation system for its teachers/SSPs. Since the time that ProComp 1.0 was created, and even since the time that 2.0 was implemented, education in general, and especially DPS has changed considerably. In 2005, there were about 4,400 teachers employed across the District. Today, that number is just short of 5,700, with all but about 300 of them in the ProComp system.

ProComp in its current form, through its incentive system, attempts to address a wide range of issues. This creates a confusing, variable pay system where it’s difficult to determine what any given teacher will make from year to year. With so many teachers now in ProComp, and so many different incentives to be earned, the result has been the creation of an unstable system that is spending more than the ProComp trust is bringing in each year. These negotiations will be crucial to recreating a system that is stable going forward. The only way to do that is to first decide what the purpose of ProComp should be. In order to create an effective pay system, we need to start having an open conversation about what we are trying to accomplish. Only once that is determined can we start to determine how to accomplish that goal.

DCTA members will have the chance to have their voice heard in that process, very soon. Right now, the DCTA Bargaining Team is working on a ProComp Survey that will go out to all members. Then, once negotiations officially start, bargaining sessions will also be open to the public. Finally, once an Agreement is reached, DCTA members will ultimately make the decision whether the new ProComp Agreement is ratified. Together, we can create a stable, fiscally sound system with clear goals.

School Board Elections are on Tuesday, November 7

Vote! Did you know approximately only 1 in 4 teachers voted in the last School Board Elections? It is critical that teachers’ voices are heard in school board elections, regardless of what district or county you live in. Even if your district’s seat isn’t up for re-election, all registered voters can vote for an at large candidate. As educators, you are directly affected by what happens at the board level and students’ futures are at stake. (continues on page 6)

Mail in ballots will drop in the mail starting on 10/14 and you should receive yours (continues on page 6)
New Contract Highlight

Self-Directed Planning Time

All elementary teachers receive 300 minutes of self-directed planning time and all secondary teachers receive 345 minutes of self-directed planning time. The new contract modifies how this time can be calculated. Passing periods and the 10 minutes at the beginning and end of your school day and can no longer count as Self Directed Planning Time.

What is self-directed planning time versus administration directed planning time? Self-directed planning time is time that teachers or SSPs use as they see fit to accomplish their job. You may choose to individually plan, grade papers, put together assignments, even work with teammates, etc. Administration directed planning time includes PLC, data teams, meetings with parents and any other required assignments, including required joint planning. That means, if your administration has told you that your team HAS to run data teams, but you can chose the day – that is mandated planning, NOT a part of your self-directed time.

If you are not getting your full amount of self-directed planning time, this is a grievable matter. A grievance is simply the mechanism outlined in our contract to make sure that DPS follows the terms we’ve all agreed to. The first step of the grievance process is something that most members do any time they have a problem at work: meet with your principal and immediate supervisor, with a representative present, if you choose. Just let them know that that meeting is a “level 1 meeting”. If you come to an acceptable resolution – you’re finished. If the two of you don’t come to an acceptable solution contact your Uniserv Director (Kate Martin, Jesus Altamirano, Darnell Tingle) for the next steps.

Solving contract violations can be very easy, but it requires you as a member to speak up.

If you would like to receive training on level 1 grievances, attend the next Rep Council Training on Tuesday, October 17 at DCIS Baker from 4:30 pm—6 pm.

Rep Training: November 1, 9:30 am—3:30 pm

ARs, we are holding a Rep Training on Wednesday, November 1 from 9:30 am—3:30 pm at the Pipe Fitters Hall. Continental breakfast and lunch will be provided. DCTA will pay for a sub for any AR who attends. Topics will include the following:

♦ Know your contract
♦ Grievances
♦ Protect your teachers: Claire’s Law, title 9, documentation
♦ Membership
♦ Election
♦ Support Bargaining

Click here to RSVP.
Rep Council Trainings Calendar for 2017/2018
All members are welcome to attend

October 17—Level 1 Grievance Training, SLT Scenario roleplay session, Voter Registration

November 28—Mid-year Conversations Training, Ways to practice self-care

December 19—DCTA Holiday Party

January 16—Budgeting and CSC, RiBs and Non-Renewals Training

February 27—Student Discipline requirements and options Training, Teacher Survival Bags to take back to your buildings

March 20—SLT Training: Planning for next year (teacher daily schedules, PDU’s, discipline plan, etc.)

April 17—LEAP/End of Year Conversations/Redress & Appeals Training

May 15—Elections for 2018-2019 School Year

Rep Council is on the third Tuesday of every month except November and February which are scheduled on the fourth Tuesday at DCIS Baker from 4:30 pm—6 pm. No meeting is held in December.

Hold the DPS School Board Accountable

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.

If you would like to join the BAT committee and/or receive more information, click here. At the first BAT committee meeting, on Thursday, October 19 at 4:30 pm in the DCTA Office/CEA Building, we will set goals and create a plan for the school year.

~ Amber Wilson, DCTA Secretary

Ethnic Minority Advisory Committee (EMAC)

EMAC aim to elevate the voices and concerns of teachers of color within DPS.

EMAC members also work to collaborate with the appropriate DPS decision makers to bring about real change districtwide.

Click here if you are interested in becoming more involved in EMAC.

Is your SLT working really well? Share what is working with DCTA staff so we can assist other schools with your model!
Regional Open Houses

ALL teachers, community members are welcome to attend this week’s open house at Green Valley Ranch Beer Garden. Have your voice heard and join the conversation for what matters most for our students. Please RSVP so we provide enough appetizers.

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, the School Board Elections, etcetera from a Uniserv Director.

GVR Beer Garden Open House

Wednesday, October 11, 3:45—6:00 pm
4995 Argonne St
Click here to RSVP

Café Chihuahua Open House

Wednesday, October 18, 3:45—6:00 pm
2250 S Federal Blvd
Click here to RSVP

TBD Northwest Denver Open House:

Wednesday, October 25, 3:45—6:00 pm
Click here to RSVP

Hill Middle School Open House

Wednesday, November 1, 3:45—6:00 pm
451 Clermont St
Click here to RSVP

School Visits

Last week: We spent time at Bruce Randolph, DCIS at Ford, Denver Discovery, Hallett, Hill, JFK, Kaiser, Lake Middle School, McGlone, North, Stedman, Stephen Knight, Swansea, and Trevista.

This week: We will be visiting Amesse, Delta High School, Denver Green School, Doull, Ellis, George Washington High School, Goldrick, JFK, Lake Middle School, Montclair, Munroe, North, Northfield, and Smith Elementary.

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

Optional?

If your principal tells the faculty that an activity or event is optional, the evaluations scores of a teacher/SSP cannot be negatively impacted if you do NOT take part. Most afterschool functions and events are optional, the contract only allows schools to require staff to attend three evening events per year. Is your school doing a home visit program? Usually these are optional as well.
Don’t wait to deal with LEAP issues! Resolve them ASAP!

The new and updated LEAP Fairness Guide 2017-2018 is now posted on the DPS website. Read it and know your rights! Here is a portion of the Review Process for Failure to Follow Guide (Section 12, page 8) — “If a teacher feels that the District has not followed any requirement set forth in this Guide, the teacher is encouraged to resolve the issue at the lowest level possible by speaking with his or her evaluator and/or by submitting an inquiry to the LEAP team by emailing LEAP@dpsk12.org.”

“If the concern regarding a requirement of this Guide is not resolved or the teacher does not wish to seek resolution from the LEAP team first, the teacher can submit a grievance under Article 7 of the DPS/DCTA Agreement. The grievance should state how the District has not followed the requirements of this Guide. The teacher’s grievance must comply with the timing deadlines in Article 7. Specifically, any Level 1 grievance must be filed within fifteen days after the teacher knew or should have known of the District’s alleged failure to follow the requirements in this Guide.”

Concerned about your evaluation? Don’t just accept a review and assume things will get better. Take action immediately. Contact the LEAP team with your concerns and copy DCTA so that we can support you. Also, be sure to document everything. Print, screen shot, or take a photo of your initial results and save them. LEAP is now grievable and there are other ways to address issues as well. But if you wait until the end of the year to voice your concerns, it will be too late for many of the remedies.

Rise Up

Rise Up Happy Hour: Thursday, October 26th at Café Chihuahua
Next meeting: Tuesday, November 7th! Voting day!

Would you like to earn 15 hours of recertification credit?

ASIST Suicide Prevention Training,
Friday & Saturday, Nov. 10 & 11

ASIST is an Evidence-Based Practice designed to teach professionals and non-professionals alike how to recognize suicide risk and what to say and do to keep the person safe until the next level of help can become involved. The $60 registration fee (payable to DCTA) includes 2-day interactive training, all participants’ materials, a certificate of completion, as well as continental breakfasts and lunches both days. RSVP here.

ASIST is the world’s leading suicide intervention workshop. It is a scientifically proven intervention model where participants learn to intervene and help prevent the immediate risk of suicide. Many of your colleagues have already taken this training and carried out life-saving interventions. It has saved and changed hundreds of thousands of lives around the world!
(continued from page 1)

between 10/16 & 10/22. If you do not receive a ballot, you can still vote in person!

**Are you registered to vote? You can register online!** In Colorado, you can register to vote until and including the date of the election. If you are requesting a ballot by mail, your registration form must be received by close on the 7th day before the election. To receive your ballot by fax or e-mail, you must register at least 8 days prior to the election. You can also register in person up to and including Election Day at a voter service and polling center.

**Does your voter registration have your current address?** Find your Voter Registration information to check and edit your address online!

**Get more involved in this election!** The best way to get involved is to volunteer to go door-to-door canvassing and to phone bank. When it comes to education, teachers are consistently the most trusted source for information. [Sign up here to volunteer](#) and commit to sharing your voice with other teachers, parents, and community members regarding this significant election.

———

**California Casualty is giving out $25 Amazon gift cards to members who ask for free quotes.** [Click here](#) to get a free quote today!

———

**Teacher and Staff Appreciation with the COLORADO AVALANCHE**

![Colorado Avalanche vs Boston Bruins](image)

**Colorado Avalanche vs Boston Bruins**

Wednesday, October 11, 7:30 pm @ Pepsi Center

Individual Tickets start at $23 each. Tickets for groups of 10 or more start at $20 each (Save even more, book with a group today!)

Come celebrate all Educators at our Season Opener! Every ticket purchased comes with a Colorado Avalanche giveaway!

[Click here to find tickets.](#)
HALLWAY HUMOR

#Saving Students from uncomfortable misspelling moments

Send us pics of your Hallway Humor and see if it gets in the Slate next week!

Our Students. Our Profession. Our Careers.