October 17, 2017

In this issue:

- Protect Dreamers!
- ProComp
- New Contract Highlight
- What is Grievable?
- Rep Council Calendar
- Rep Training
- SLO Question
- Regional Open Houses
- School Visits
- School Budget FAQ
- Teacher Evaluations
- Know Your Rights
- Join Committees
- Rise Up Happy Hour
- School Board Elections
- Student Violence Study
- ASIST Training

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**Protect Dreamers!**

Pass the DREAM Act now

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Did you know that there are 20,000 DACA teachers in classrooms all across the US, including Colorado? Did you know that 3 years old is the most common age of Dreamers upon arrival to the US?

The window for Members of Congress to prevent Dreamers from losing their status ends in December and is fast-approaching. We only have a short amount of time to increase pressure on them to act!

**Send a digital postcard to Congress to urge them to pass the Dream Act now!**

**Why Butterflies?** Butterflies have become the symbol of the beauty of migration and signify transformation and freedom. This art, created by Favianna Rodriguez for the NEA, reaches audiences on an emotional level, replacing images of fear with visions of our shared humanity.

On October 25th, NEA and partners will bring all the messages to the halls of Congress. [Show Congress that Colorado educators support Dreamers!](#)

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The ProComp Agreement expires in **76 days** on December 31!

The District responded to our bargaining request and both teams are looking at dates. ProComp expires on December 31, 2017 and it’s imperative that we start these talks as soon as possible. These meetings will be open to the public and all are encouraged to attend. Once we have bargaining session dates, we will let you know!
New Contract Highlight

Under the new Contract, the SLT must create a SCHOOL SPECIFIC PLAN. Are you at an innovation school? The majority of innovation schools have not waived Article 18. Any articles not waived in your plan remain part of expectations for your building and are grievable. If your school has waived Article 5 and does not have an SLT, be sure to talk to your administrator to find out how your discipline plan will be developed!

Is your SLT engaged in writing your school specific discipline plan? If not, this is a grievable matter.

Reminder—any discipline plan is only as strong as the educators who uphold it. Click here to read Article 18.

Grievances: What is Grievable?

Commonly Grieved Contract Violations
- Planning time
- 45 minute uninterrupted lunch
- Student discipline/teacher safety
- RiB process
- SLT process
- Equity in the building (teacher assignments, subbing, etc.)

What Can Be Grieved
- Any rights and provisions within the DCTA/DPS Master Contract
- Any board policies or state and federal statutes
- Policies and procedures in a school handbook
- Verbal and/or written mandates provided by Administration (eg: forcing teachers to conduct home visits)
- At innovation schools—any guaranteed provisions in your innovation plan

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 members to speak up.

If you would like to receive training on level 1 grievances, attend today’s Rep Council Training at DCIS Baker from 4:30 pm—6 pm, Tuesday, October 17. For a more in depth training on level 1, level 2 and level 3 grievances, consider attending the DCTA Building Representative Training: November 1, 9:30 am—3:30 pm.

Text @dctapol to 81010 to receive political updates
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, PDUs, 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.

Building Representative Training: November 1, 9:30 am—3:30 pm

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.

“How many SLOs do I have to do?” One.
(Unless you are an SSP or have less than 10 students.)
Regional Open Houses

ALL teachers, community members are welcome to attend this week’s open house at Café Chihuahua. 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.

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

'Bout Time Pub & Grub Open House:
Wednesday, October 25, 3:45—6:00 pm
3392 W 38th Ave
Click here to RSVP

Hill Middle School Open House
Wednesday, November 1, 3:45—6:00 pm
451 Clermont St
Click here to RSVP

GVR Beer Garden Open House
Wednesday, November 8, 3:45—6:00 pm
4995 Argonne St
Click here to RSVP

School Visits

Last week: We spent time at Amesse, Delta High School, Denver Green School, Doull, Ellis, Goldrick, GWHS, Isabella Bird, JFK, Lake Middle School, Monroe, Montclair, North, Northfield, and Smith.

This week: We will be visiting Castro, College View, Collegiate Prep, DCIS Baker, Denver Discovery School, Denver Green School, Escalante Biggs, Farrell B. Howell, Green Valley, Knapp, Lake Middle School, Place Bridge, Stedman Elementary, Stephen Knight.

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.

Have a question about your school budget?

A school budget is a public document and therefore you have the Right to Know what is in it. You are allowed to see it. Let us know if you have questions.
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.

“Know Your Rights” Training on Immigration
Sunday, October 19, 4:30 pm—6:30 pm
The Hayloft 2950 W. Mississippi Ave

Do you know your or your students’ rights? Do you know what to do if the police stop you and ask you for identification and you don’t have an ID or license? Do you know what to do if ICE comes to your door? Come to the "Know Your Rights" training to learn!

Objectives of the training:

- Give you basic knowledge about your rights
- Give you knowledge on how to practice our rights and defend our community
- Emergency preparedness
- Organize the community on how to resist and build power

Please spread this training to all parents, students and your community! If you have questions, please call Rachel Sandoval at 720.212.6897.
## 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.

[Click here](#) if you are interested in becoming more involved in EMAC.

## Hold the DPS School Board Accountable
### Join the 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.

If you would like to join the BAT committee and/or receive more information, [click here](#). We will schedule the first BAT committee meeting soon so we can set goals and create a plan for the school year.

~ Amber Wilson, DCTA Secretary

## Rise Up Happy Hour

**Thursday, October 26, 4:30 pm—6:30 pm**

Calling all early career educators (8 years of experience or less): Join us for appetizers and happy hour at Cafe Chihuahua ([2250 S Federal Blvd](#)).

Join other early career educators as we spend time encouraging each other during one of the most difficult months of teaching!

## School Board Elections are on Tuesday, November 7

**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.

**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.

You should receive your ballot this week. If you do not receive a ballot, you can still vote in person!

**Are you registered to vote?** [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 of business 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!
Study on “How Student Violence in the Classroom Affects Teachers” Needs Participants

Do you know that DCTA is assisting in a research project on how student violence impacts teachers? The survey is hosted on our website. Below is the introductory letter from the doctoral student conducting the research. DCTA encourages you to take a few minutes and complete this anonymous survey.

Dear Middle School or Secondary School Teacher,

My name is Angela Tucker. I am a doctoral student at Northcentral University. I am studying how student violence in the classroom affects teachers. I want to learn if teachers receive the violence training they need to reduce stress. This stress can lead to burnout and possible exit from teaching. The results from this study can help education leaders develop better training. This training would help both student teachers and working teachers successfully handle student violence in their classrooms.

I am completing this research as part of my doctoral degree program. My supervisor and I will review the results. They will be published after approval by Northcentral University. Your involvement is voluntary. I would like to invite you to participate!

If you participate in this study, you will complete a survey on SurveyMonkey that should take you about 20 minutes or less to complete. The survey will be anonymous. All data will be encrypted. Participation in this study is limited to public middle school or secondary school teachers who are currently teaching, or have taught in the last 12 months. The following districts are included: Douglas County, Jefferson County, Denver County, Arapahoe School District, or Littleton School District. You will be able to skip any questions you don’t feel like answering. You may end your participation at any time. Additionally, you will be able to exit the survey and return to complete at a later time when it is more convenient. Please feel free to forward this email invitation to other middle and secondary school teachers meeting the eligibility requirements so they may participate in this study.

Please click here to take you to the survey.

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!