Mandatory Reporters: Child abuse or neglect

Teachers, SSPs, and other school employees are mandatory reporters under Colorado law. If you have reasonable cause to know or suspect that a child has been subjected to abuse or neglect, or you observed the child being subjected to circumstances or conditions that would reasonably result in abuse or neglect

YOU MUST REPORT IT IMMEDIATELY.

You must report to the police, to social services or through the Colorado Child Abuse and Neglect hotline 1-844-CO-4-KIDS [1-844-264-5437]. It is not sufficient to report to your principal or any other DPS employee. What do you do if the suspected abuser is not a family member -- what if it is another student? Call the Police.

Failure to report child abuse can mean that you are charged with a crime, sued for damages, lose your job! What if you were mistaken? If you made the report in good faith, you are protected under Colorado law.

ProComp Bargaining Dates Confirmed!

The ProComp Agreement expires in 69 days on December 31!

We finally confirmed three dates to kickoff bargaining on ProComp 3.0 – November 16, November 30, and December 7. These sessions will take place at the Acoma Campus (1617 S. Acoma St) from 5 pm until roughly 9 pm and are open to the public. The DCTA and DPS bargaining teams are working to approve more dates, which we will send to you as soon as they are confirmed.

One of the reasons that getting dates scheduled took so long is that the two parties will be using a third-party to facilitate negotiations under a method referred to as Interest-Based Bargaining. Rather than the two sides pushing proposals back and forth, like we did during the Master Agreement, under this form of bargaining the two sides will spend more time discussing issues and solutions to those issues. Since creating a new compensation system will be a very technical process, we hope that trying a different style of bargaining will allow for a more focused, efficient, and open conversation around the concerns our members have with ProComp. Using Interest-Based Bargaining is a no-risk decision, because if it does not work for either party, we can always decide to go back to the traditional method of negotiating that we have used in the past. The first session of ProComp will be a training on Interest-Based Bargaining where we will dive into the details of how it works.
New Contract Highlight

Article 29: Specialized Service Providers

What about Specialized Service Providers? In our Contract it often refers to “teachers”, but those rights also apply to SSPs (including sections like Article 8, which covers planning time)! The new Agreement also has a couple of provisions that are specific to SSPs:

1. All SSPs will now be on annual contracts. Previously, SSPs were “at-will” employees who could be terminated at any time. Also, any SSP who has been with DPS more than 3 years can only be terminated for “just cause”. Both of these changes mean that our SSPs now have more job protection than previously.

2. SSP job postings will now inform applicants whether the position is a school-based or centrally-based position, which drastically changes the rights of those filling the position.

If you believe your contract rights have been violated, you have the right to file a grievance. 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.

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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 (6350 Broadway). Continental breakfast and lunch will be provided. DCTA will pay for a sub for any AR or interested member 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.

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The District claims they have robust supports for discipline issues. If your school is having problems, contact us!
Regional Open Houses

ALL teachers, community members are welcome to attend this week’s open house at ‘Bout Time Pub & Grub. Have your voice heard and join the conversation for what matters most for our students.

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.

'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

Café Chihuahua Open House  
Wednesday, November 15, 3:45—6:00 pm  
2250 S Federal Blvd  
Click here to RSVP

School Visits


This week: We will be visiting Amesse, Carson, Collegiate Prep, Eagleton, George Washington High School, Grant Beacon, Hallett, Joe Shoemaker, Lake, Lincoln High School, Samuels, Schmitt, Smith, Southmoor, and Valverde.

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.

DPS staff and students can access free eBooks, audiobooks, & videos on your phone, tablet, or computer.

DPS Library Services offers Overdrive eBooks—eBooks and audiobooks from their school collection. Click here to sign in and access Overdrive eBooks. There is even an app you can download to your phone/tablet. Questions? Click here or contact the Library Services helpdesk at (720) 423-1842
Be Aware of Proposed PERA Changes!

Since the economic downturn of 2008, there have been some concerns about the stability of our PERA pension system. PERA managers believe changes need to be made to the PERA system to protect your retirement funds so PERA does not run out of money in the event of another bad economy. Read the recent CEA Journal article titled “Major Changes Coming To Your Employee Pension” to learn more about these the changes PERA is proposing.

PERA is also taking a tour across the state to talk about these changes and receive feedback. This tour stops in Denver on Thursday, November 2, at the PPA Event Center (2105 Decatur St) from 6:00 pm—7:30 pm. Attend this public meeting and let them know how their changes will impact you and your family. This is just the first step in implementing changes. Any proposals have to be passed by the State Legislature in 2018. Now is the time to understand, discuss, and debate them with PERA. Once the legislative session begins, we will need you to speak with your legislators to ensure that they implement the right kind of changes to protect PERA and your retirement. We will keep you posted.

You can also share your feedback with SecurePERA, a coalition of PERA members, retirees, and supporters, dedicated to supporting retirement security for all Coloradans, in their online survey - Tell Us Your Pension Story.
Congratulations to member Elisa Cohen who received the STEM lab grant for Lake Middle School!

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! [Yes! There are actually studies showing that October is one of the most challenging months for teachers. So come, relax, and share.]

REP COUNCIL
The November Rep Council meeting is Tuesday, November 28 after Thanksgiving Break at DCIS Baker 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.

Innovation School Educators: Are you interested in learning the process for changing and/or renewing your Innovation Plan? Contact us!
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.

You can also attend the November 15 Regional Open House at Café Chihuahua. We will be talking to folks interested in EMAC starting at 5:00 pm.

~ Amber Wilson, DCTA Secretary

Text @dctapol to 81010 to receive political updates

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.

If you did not receive a ballot, you can still vote!

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!
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.

If you are worried that your administration does not know how to follow LEAP, [contact us](mailto:LEAP@dpsk12.org)!

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**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](mailto: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!
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!**