On January 18, our bargaining team held a kick-off event to declare to the community and our teachers the demands that our members had decided needed to be made to the District. Finally, after 8 months, 25 bargaining sessions, and a nearly twenty-hour final day, DCTA and DPS have reached a tentative agreement on a new, five-year contract. We are really excited about this deal and the victories that you achieved! Here’s a breakdown:

**Discipline Plans:** Our contract will now set minimum requirements for a discipline plan at schools and requires the teachers to be presented the plan and provide input every year.

**LEAP:** Changes to LEAP will now go through a joint committee of teachers and administration who will decided together how LEAP should work. This gives teachers a real voice in shaping teacher evaluations moving forward.

**Professional Development:** For the first time, we have secured contract language that gives a teacher or department a process to opt out of PD that is irrelevant in favor of PD that will actually help teachers grow. Going to irrelevant PD was a huge aggravation shared by many teachers and this process will help to alleviate it.

**Planning Time Protection:** The ten minutes immediately before and after school can no longer count as part of a teachers planning time. Passing periods can also no longer be counted as part of planning time. Most teachers, during these two times, are not able to do any actual planning as they are often with students and/or parents. Planning time needs to be actual time for planning.

**Contingency Plans for Lack of Substitute Teachers:** We have added language that protects teachers from being pulled from their own assignment to cover another class. We have also added language that allows for a teacher to raise concerns about covering another class and work to resolve those issues.

(continued on pg 2)
SSPs: All SSPs will now be on annual contracts, rather than just those who have been employed for three or more years. Veteran SSPs can only be terminated during the year for just cause, which is a higher standard than the “due process” standard used before.

Whole Child: The District, Association, and community will form a joint task force to address whole child supports, each with an equal number of representatives at the table. This committee will be able to help shape District policies and practices around this important issue moving forward.

Wages: All teachers are guaranteed wage increases to their base salary in each of the next three years. This year, all teachers will receive $1400 more to their base and increases based on the CPI (consumer price index) in each of the next two years, in addition to steps and longevity. Additionally, all teachers who are in Title 1 (including those on the traditional scale), but are not currently getting the Hard-to-Serve Incentive will receive an additional $1500 this year.

Healthcare Benefits: The HMO that we won earlier in the year is guaranteed for the first 3 years of the Agreement. Further, beginning in the 2018-2019 school year, anyone who takes DPS healthcare with dependent coverage will receive an additional $1200 per year reduction in healthcare costs.

Innovation: We now have language that outlines the voting process for both new innovation plans and renewals so that teachers can make an informed decision.

Again, we could not have accomplished any of these victories without teachers and community members showing their support. During this negotiation, we averaged just under 90 people in attendance, with over 270 people attending the last session, some all the way until the end. We had other unions and community groups participate in the process, and in the last week, we had many schools perform site-based actions, all in an effort to get a contract that is better for students and teachers. You did it!

For those with questions, we will be holding two bargaining informational meetings Thursday, 9/7 and Monday, 9/11 at the DCTA office building (1500 Grant St) on the 4th floor beginning at 4:30pm. The online ratification vote will open Thursday, 9/7 at 6 am, and close on Thursday, 9/14 at 6 pm. Only DCTA members can vote. All members will receive an email link to the ballot when the vote opens. You can join DCTA here.
Schools In Solidarity on Thursday, August 31!
School Visits

Last week: We spent time at Asbury, Barnum, Brown, Bruce Randolph, Castro, Colfax, Creativity Challenge, Denver School of the Arts, East High School, Emily Griffith High School, Fairview, Force, Grant Beacon, Hamilton, Kunsmiller, Maxwell, Merrill, Morey, Sandoval, South, Stedman, Steele, and Westerly Creek.

This week: We will be visiting Colfax, DCIS Baker, DCIS Montbello, Fairview, Godsman, Hill Middle School, Inspire Elementary, Noel Community Arts, Slavens, and Vista Academy.

Regional Meetings

We will be hosting regional meetings to keep all members up to date on everything happening with DCTA. All regional meetings will be held on Wednesdays starting at 3:45pm. Each Regional “District” is determined by your School Board district and we will alert you which district you are in a week before your meeting is held. Come at your leisure! This first round of meetings will have an NEA Member Benefits Specialist discuss ways to take advantage of the various discounts available to all Union members!

**District 3:**  
September 6, 2017  
DCTA Office/CEA Building (1500 Grant St.)

**District 4:**  
September 13, 2017  
GVR Beer Garden (4995 Argonne St.)

**District 2:**  
September 20, 2017  
Location: TBD

**Remaining Districts:**  
September 27, 2017  
DCTA Office/CEA Building (1500 Grant St.)

March for Schools Students Deserve

On Thursday, September 28, after school lets out, we will March for the Schools Denver Students Deserve! Join the resistance as we march to save public education. We will meet at the west steps of the Capitol Building starting at 4pm and march at 4:30pm.

We need volunteers to help facilitate a successful march and rally. March marshals will be trained in crowd management. If you are interested in being a marshal, email Corey.
Have you had your DCTA Back to School meeting yet?

Reach out today to schedule one! Your staff needs to be updated on:

1) Who is DCTA and what does DCTA do?
2) What happened with contract bargaining over the summer?
3) What is currently happening with contract bargaining?
4) What can they do to get involved?

It is IMPERATIVE that ALL teachers stay informed and knowledgeable – we must practice what we teach!

Contact your Uniserv Director to schedule your first meeting NOW!

Darnell Tingle
Jesus Altamirano
Kate Martin

(If you don’t know who to ask, just write an email to all 3 of us!)

Discounted Tickets at Colorado Rockies Games

The Colorado Rockies are thrilled with our response to their educator nights this season, so they are opening up the rest of their home games to our members with special promo code pricing. There will be no free gifts included, but there will be a reserved block of discounted tickets for us at each game. Take advantage of a good Rockies deal while they last!

Colorado Rockies Discount Tickets

Promo Code: MURPHY3