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December 18, 2019



Free 2020 Census Training

Would you like to learn more about the 2020 Census and become a Teacher Ambassador? Join us for a free Complete Count Committee training and help impact your school community. Please RSVP to Priscilla_Shaw@dpsk12.org so we have an idea of how many people are coming.

Sunday, Jan. 12
11am-1pm
Fluid Coffee (downtown)
501 E. 19th Ave.
Denver, Colorado 80203

Presented by Priscilla Rahn (DPS AEAC), Rachel Sandoval (DCTA Immigration Committee) & Uyen Hawes (Federal Government.)

DCTA Bylaw Vote Ends Friday 12/20/2019

Pam Shamburg Is Retiring

After 5 years as DCTA Executive Director and having been a force at the bargaining table, Pam has decided to get some rest. Please join us in thanking her for her tireless dedication to Denver Educators and SSPs. Her last day will be Friday, Dec. 20th and we will miss her.



Enjoy the Break

This is the last Slate of 2019. The Denver Uniserv Unit office will be closed on Monday, December 23, returning Monday, January 6. We would like to wish everyone a Happy Holiday Season. Have a wonderful Winter Break!

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.



Know Your Contract

The new and updated [2019-2020 LEAP Fairness Guide](#) is 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 13, page 10). "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 school days after the teacher knew or should have known of the District's alleged failure to follow the requirements in this Guide." (This 15 days includes the time you are working with the LEAP team. So do not let your time for a grievance run out while you are trying to resolve the issue directly.)

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.



Calendar of Events



DPS School Board Meeting

Join fellow educators as we celebrate the holiday season.

Date Thursday, December 19th

Time 04:30 pm - 6:30 pm

Location Emily Griffith Campus
1860 N Lincoln Street

DCTA Executive Committee Meeting

The DCTA Executive Committee will be discussing upcoming Board and Rep Council meetings.

Date Tuesday, January 7th

Time 05:30 pm - 07:30 pm

Location DCTA 1500 Grant Street

(303) 243-5221
dcta@coloradoea.org



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