Pueblo Teachers Reach Agreement, End Strike

Congratulations to Pueblo educators who stayed strong until a fair compensation package was agreed upon. After a week-long strike, settlement was reached on Saturday and ratified by the membership on Sunday, so the strike has ended and PEA and PPEA members are back at work! Pueblo educators accepted a 2% cost-of-living increase this year, a step on the salary scale and a 2.5 % COLA for next school year. This was the first teacher strike in Colorado since Denver’s strike in 1994. Thank you to all of you who supported our Pueblo colleagues.
It’s time to get back to the table and negotiate a fair compensation system! According to the Colorado Department of Education, DPS is scheduled to receive $50 million in additional funding. Tom and his bargaining team have stated during multiple public bargaining sessions that they would pay teachers more if they had the funds. Now they do! Let’s show up and tell his team that this is important!

**Wednesday, May 16**—Public Bargaining at the Knights of Columbus ([Click here to RSVP](#))

**Thursday, May 17**— Attend the DPS Board of Education Meeting ([Click here to RSVP](#))
Is Your Career at Risk?

Whether you are a probationary or a non-probationary teacher and you are concerned about your LEAP ratings or how the LEAP process was conducted contact DCTA right way! There are deadlines that must be met.

Under current Colorado law, any non-probationary teacher who receives two consecutive years of less than effective ratings (approaching or not meeting) is at risk of losing their non-probationary status. If this is your second year, please contact DCTA right now for advice on how to appeal this rating. If you fail to act, you will become a probationary teacher in the fall and may be non-renewed next spring. This is something you must take seriously.

Do you feel that your approaching rating was inappropriate? Were you in a “decision box?” Did your evaluator give you the lower score? You need to act immediately, whether you are probationary or non-probationary, even if this is the first year for your rating. Please contact DCTA for advice on the redress process as soon as possible.

DCTA needs YOU, Yes YOU!

Volunteer for the New Educator Welcome event, July 30

Every year DPS hires hundreds of new teachers who don’t know what you know: the importance of union membership. We need experienced educators like you to welcome and share your experiences with them. Come represent DCTA at this summer’s New Educator Welcome. Be the first to meet the newest DPS teachers and share with them the benefits of being members of their union!

It is a fun-filled day at the Denver Performing Arts Complex. Volunteers can spend the entire day, or volunteer for the morning or afternoon, and join us after at the Limelight for free drinks and appetizers. Lunch and Parking is included. Tell your friends and colleagues to join you on July 30th to help DCTA’s membership recruitment. RSVP by clicking here.

Don’t Miss the CEA Ambassador Fellowship Opportunity for 2018-19

Teachers and support professionals are natural leaders. If you want to expand your knowledge and ability to influence educational policy and professional practice CEA will help provide you with quality learning, working conditions and civic engagement on issues that influence public education.

Hurry! The application will close on June 1, 2018. Interviews will be on June 19th - 20th (face-to-face or via online video).

As a CEA fellow, you will be at the forefront of modeling excellence in education at the local, state and national level.

Please visit the following page: https://ceatoday.coloradoea.org/cea-ambassador-fellowship/2018-19-application/ to learn more about the experience and to access the application.

Please contact Cassie Harrelson at charrelson@coloradoea.org with any questions.

303.837.1500(o) | 303.335.6117(c)
charrelson@coloradoea.org | www.coloradoea.org
What to Do if You are Non-Renewed?

Immediately request letters of recommendation from supportive district administrators and colleagues. Do not wait for board action to take this step. The district may pressure you to resign "voluntarily" rather than face non-renewal by asserting that a resignation will look better to prospective employers on their resumes. We advise teachers to reject the "voluntary resignation" offer in these situations because the act of resigning may make you ineligible for unemployment compensation and may also affect your future teaching license renewal. Prospective new employers understand layoffs while employment applications will ask you if you resigned in lieu of a non-renewal.

We recommend you apply for unemployment the day after the last day of school, as summer pay is for work already performed and you are essentially "laid off." If your unemployment benefit is denied, contact DCTA immediately so we can appeal the decision within 20 calendar days from the date the denial was mailed.

If you feel that the evaluation process was violated, contact DCTA immediately; however, this will not affect the non-renewal, but can change your evaluation as you seek other employment.

Lastly, it is important to maintain your CEA/NEA membership in case we need to seek legal help for you.

School Visits

Last week: We spent time at Lincoln High, Kennedy, Florence Crittenton, Colfax, DCIS Baker, Beach Court, George Washington, CEC, Barnum, Trevista, Northfield, MLK Jr Early College, CLA, Edison Elementary, Maxwell, Merrill, John Amesse, MLK Early College, and Hill

This week: We will be visiting Place Bridge, Gilliam Center, Centennial, East, Northfield, Valdez, McAuliffe, Swigert, High Tech Early College, Denver Discovery, McMeen

Click here to see the new True Pay Calendar, which goes into effect this summer!

Were you a probationary teacher who was non-renewed by DPS? Did they tell you that you were conditionally eligible or ineligible for rehire by DPS? Were you hired by another DPS school and then the offer was rescinded because you were not labeled "immediately eligible for rehire? Please fill out this online form.
Share Your Expertise

The Colorado Education Association (CEA) wants to hear from educators on Colorado’s educational system. Specifically wanting input on Colorado’s Education Leadership Council’s strategic plan focused on the following areas:

1. Developing systems that produce agile learners;
2. Fostering robust community and family partnerships;
3. Building partnerships to support student learning and transitions;
4. Elevating the teaching profession and supporting teachers.

There are two opportunities to attend:

Webinar: June, 6th 4:00 – 5:30 (Click here to register)
Face-to-Face: June 7th 3:00 – 4:30 at CEA (1500 Grant Street; Denver, CO 80203 (Click here to register)
Please contact Cassie Harrelson at charrelson@coloradoea.org with any questions.

DCTA Recommends Holding Rep Elections Now

We advise you to hold your DCTA Building Rep elections now. There are a limited number of teal days scheduled for the 2018-2019 school year. Avoid the possibility of not having 5 days left for teacher-directed planning. If you wait until the next school year begins your administrator may use the majority during the first week back.

PERA Bill Update

Senate Bill 200 (the PERA Bill) was passed with 1 hour left in the legislative session on May 9th. Although there were some wins, this is a bad bill for teachers, and we need to hold the legislators who voted for this accountable. We will include a link to the final summary as it becomes available. The biggest win was that there will be no defined contribution option for school employees (which would have undermined the funding for recipients of our current defined benefit plan). The employer’s contribution went up .25% while the employee’s contribution increased by 2 percent. This will be phased in starting in July 0f 2019 over three years (0.75%, 0.75%, and 0.5 percent). Employees will eventually contribute 10% to PERA while DPS’ contribution will go up 0.25%. The Highest Average Salary increased from 3 years to 5 years for non-vested and new employees and the retirement age went up from 55 (or 58) to 64 for new employees only. Current retirees will not receive a COLA for 2 years, whereas those not already retired will have COLA suspended for 3 years. After that, the COLA rate will go from 2% to 1.5 percent. Net pay is currently used to calculate PERA benefits for employees. Gross pay will be used to calculate benefits for new employees.

You can read more details here:
http://www.securepera.org/2018/05/sb-200-final-version/

See who voted for and against this bill and remember them in November!
http://leg.colorado.gov/content/sb18-200vote1c7c6d
http://leg.colorado.gov/content/sb18-200vote1af876

Creating the Schools Denver Students Deserve