



DENVER PUBLIC SCHOOLS
**FAMILY
RESOURCE
GUIDE**

Letter from the Superintendent and Denver Board of Education

Dear Families,

As you know, we have been working hard to reach an agreement with the teachers union over the past 15 months. We are disappointed by the vote to strike and concerned by the disruption this will cause our kids, families and community. However, we have been preparing for the possibility of a strike and are focused on ensuring our schools will continue to be safe places of learning for our students.

We created this guide to answer questions and provide essential information for our families. DPS remains committed to keeping our schools open, serving school meals and running school buses on schedule.

If you have other questions, we encourage you to call the DPS Family Helpline at 720-423-3054 between 8 a.m. - 4:30 p.m., Monday through Friday, to speak to a member of the Family and Community Engagement Team. They can connect you with support in your preferred language, if needed.

Please look for regular updates on our district website at teacherstrike.dpsk12.org and on [Facebook](#) and [Twitter](#).

Thank you for your support as we work together through this difficult time.

Sincerely,

Susana Cordova
Superintendent

Anne Rowe
District 1, *Board President*

Barbara O'Brien
At-Large, *Vice President*

Lisa Flores
District 5, *Treasurer*

Carrie A. Olson, PhD
District 3, *Secretary*

Allegra "Happy" Haynes
At-Large

Jennifer Bacon
District 4

Angela Cobián
District 2

FAQ

WHAT IS A STRIKE?

A strike is when members of an employee union refuse to work as a form of protest, usually to pressure their employer to meet their demands. DPS and the local teachers union — the Denver Classroom Teachers Association (DCTA) — regularly negotiate the terms of the work agreements between classroom teachers, specialized service providers (like school counselors and psychologists, nurses, or speech language pathologists) and the district.

Since the beginning of 2018, DPS and DCTA have been negotiating the **ProComp** Agreement, the compensation system that rewards teachers with bonuses for serving in high-poverty schools or hard-to-staff positions. Although both sides have worked hard to come to an agreement, union members voted not to accept the proposed contract and instead will strike, which means that some educators will stop working in protest until they can come to an agreement with DPS. As part of their strike, union members may gather to picket, or protest outside of school buildings. Additional security will be on hand as a precaution.

SHOULD STUDENTS ATTEND SCHOOL IF THERE IS A STRIKE?

Yes. All of our schools will stay open during normal hours. Students should attend school as usual.

IS IT SAFE TO SEND MY STUDENT TO SCHOOL?

Yes. DPS staff will be at each campus to make sure students are safe during the school day. DPS Safety Team members are working with school leaders to ensure safe access to buildings in the event of protests or picketing.

FAQ continued on the next page.

WILL MY SCHOOL'S SCHEDULE CHANGE?

No. School hours will stay the same — including before- and afterschool care through Discovery Link and its enrichment programming. School meals and school bus transportation will all follow the normal schedules, as well.

WILL STUDENT LEARNING TAKE PLACE DURING A STRIKE?

Yes. Qualified DPS staff, including certified guest teachers and reassigned administrators, will be in schools providing instruction during the strike. We will have grade- and subject-specific lesson plans so that guest teachers can teach high-quality lessons to students.

For questions about specific concerns, like student-teacher ratios or consistency of curriculum, please contact your school for more information.

WILL SCHOOLS CONTINUE TO SERVE MEALS?

Yes. Your school's food service will continue to provide all meals as usual.

WILL SCHOOL BUSES CONTINUE TO OPERATE DURING A STRIKE?

Yes. Transportation services will not change and will continue to bring students to and from school as scheduled.

WILL SPORTS AND OTHER BEFORE- AND AFTERSCHOOL ACTIVITIES TAKE PLACE DURING A STRIKE?

Please check with your school for more information, as this may vary by school.

WHAT IF MY CHILD HAS SPECIAL NEEDS OR RECEIVES SPECIAL SERVICES IN SCHOOL?

We are prioritizing our students with special needs as we make staffing arrangements during the strike. If your child has an Individualized Education Program (IEP), 504 plan or other special needs, your school will reach out to you to discuss services being provided.

How to Prepare for a Strike



UPDATE YOUR INFORMATION

Make sure that your contact information is up-to-date, either by logging into [Parent Portal](#) or contacting your school's front office, so that your school can notify you of any unexpected changes. Your school will need updated phone numbers, e-mails and home addresses for parents, guardians and other emergency contacts. **Also, be sure your school has an updated list of your child's medications.**



STAY INFORMED

DPS will provide the latest districtwide information on our website, teacherstrike.dpsk12.org, as well as via social media, email and recorded phone messages to families. We encourage you to pay close attention to communications from your school for the most specific information for your family.



GET INVOLVED

You can volunteer at your school to help in the classroom or on the playground. For more information, reach out to your school's front office or the family helpline at 720-423-3054.

How to Talk with Your Kids About a Strike

- ✓ If teachers strike, take time to talk with your children about what is happening as this experience may be confusing for them. To help you have these important conversations, we've put together a few tips to help. Children may be confused or worried. Be sure to talk with them and listen to their concerns.
- ✓ Explain what a strike is (*see page 2*), that the strike is temporary, and that their teachers will return to work when the strike is over.
- ✓ Encourage your children to continue to focus on their schoolwork.

Elementary Grade-Level Tips

When talking with younger children, keep explanations simple. Reassure your children that they didn't do anything wrong, and that sometimes adults have disagreements, so they need to work together to solve their problems.

Secondary Grade-Level Tips

Explain that there are two sides: DCTA and the school district, and that they are both trying to arrive at an agreement that is fair to everyone. Use the situation to engage your child in a conversation about the issues involved in the strike.

Helpful Resources

Family Helpline



720-423-3054

8 a.m. - 4:30 p.m.,
Monday through Friday

Online Resources



www.dpsk12.org



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