

**TENTATIVE AGREEMENT
BETWEEN
SCHOOL DISTRICT #1
DENVER PUBLIC SCHOOLS
AND
DENVER CLASSROOM TEACHERS ASSOCIATION**

Denver Public Schools (District) and the Denver Classroom Teachers Association (the Association) agree to enter into an amended Professional Compensation Agreement (ProComp Agreement), which will memorialize the following:

☐ **Term of the Agreement:**

1. This Agreement will be in effect from January 19, 2019 through August 31, 2024. The Master Agreement will be extended to expire concurrently with the ProComp Agreement. [The terms of this tentative agreement will be integrated into the Master Agreement.](#)

☐ **Covered Employees:**

1. This Tentative Agreement applies to Teachers and Specialized Service Providers (referred to as “Educators”) within the DCTA Bargaining Unit.
2. This Tentative Agreement covers Educators who are on either the Traditional Salary Schedule or who are currently enrolled in the ProComp. Any incentives for teachers/SSPs on the traditional salary schedule under Article 27 of the Master Agreement will no longer be in effect and will be replaced by the incentives in this Agreement. It will also apply to any new DPS Educator.

☐ **Salary Setting for Current and New Employees:**

1. The Salary Schedule will have six lanes.
2. An Educator’s salary will be set based on years of service and where they fall on the Advanced Educator lanes, consistent with the attached Salary Schedule.
3. For new employees, a maximum of ten years of experience will be credited.

☐ **Salary Building for Current Employees:** There are two base-building incentives that will be awarded consistent with the Salary Schedule.

1. **Steps -- Professional Evaluation Incentive:** Effective August 1 of each year, an Educator is eligible to receive one step, consistent with the Salary Schedule, if they receive an approaching or better rating on their end-of-year evaluation rating in the previous year.
2. **Lanes -- Advanced Educator Incentives:** Advanced Educator lane changes can be awarded consistent with the table below:

Bachelors		Advanced Educator Lanes			Doctorate
A	B	C	D	E	F
BA	BA+20	Eligibility for Lane C: -- Masters -- BA + Longevity -- BA + Advanced License -- BA + National Board	Ways to move from Lane C to Lane D: -- Masters -- MA+30 -- Advanced License -- Longevity -- National Board	Ways to move from Lane D to Lane E: -- Masters -- MA+30 -- Advanced License -- Longevity -- National Board	Doctorate

The Advanced Educator Incentive can be earned once in each category, with a maximum movement to Lane E.

- i. Bachelors Plus 20 Credits (Within an ECE-12 content area; certification/license/specialist in an ECE-12 focus area; management by the ProComp Implementation Team).
 - ii. Master’s Degree
 - iii. Master’s Degree Plus 30 Credits (Within an ECE-12 content area; certification/license/specialist in an ECE-12 focus area; management by the ProComp Implementation Team).
 - iv. Advanced License or Certification, including National Board certification
 - v. Ten years of service in DPS classrooms (in DCTA bargaining unit) within the last fifteen years (“Longevity”).
3. Examples:
- i. Educator with a BA or a BA+20 who works ten years in DPS classrooms moves to Lane C.
 - ii. Educator with a BA or a BA+20 who gets a National Board certification or has an Advanced License will be in Lane C.
 - iii. Educators with a Masters only will be in Lane C.
 - iv. Educator with a Masters plus 30 credits will be in Lane D.
 - v. Educator who has a Masters and also has an Advanced License OR a National Board certification OR ten years in DPS classrooms will be in Lane D.
 - vi. Educator with a Masters plus 30 credits AND National Board certification OR an Advanced License OR ten years in DPS classrooms will be in Lane E.
4. **Doctorate:** An Educator that receives a Doctorate while employed will move from their current lane to Lane E.

E. Incentives:

1. **Distinguished Schools**

Each year, the bargaining unit members in up to ten (10) schools may receive the Distinguished Schools Incentive for their work around the whole child. Those schools shall be awarded this \$750 non-base building incentive based upon a process mutually created by the Association and the District. The ten (10) schools must include a variety of student populations and regions from ECE-High school including Pathways schools. Schools are only able to receive the bonus once every three (3) years. The criteria will be defined by the ProComp Implementation Team no later than April 30 of each year for the next year's incentive.

a. The ProComp Implementation team shall use a process that considers the following when awarding the Distinguished Schools Incentive:

1. Health Education
2. Physical Education and Physical Activity
3. Nutrition Environment and Services
4. Health Services
5. Counseling, Psychology, and Social Support Services
6. Social and Emotional School Climate
7. Physical Environment
8. Employee Wellness
9. Family Engagement
10. Community Involvement
11. Support for students in historically marginalized groups

b. The ProComp Implementation Team shall not use any of the following when deciding which schools will receive the distinguished schools incentive:

1. The School Performance Framework
2. LEAP Ratings
3. The Student Perception Surveys used as part of the LEAP Process

c. The incentive shall be awarded in a lump sum no later than May 31 of each year.

2. **Hard-to-Fill Positions Incentive:** Educators working in assignments identified by ProComp Implementation Team as hard-to-fill shall receive a monthly pro-rated incentive of \$2,500.

The Department of Human Resources shall create and the ProComp Implementation Team will approve a set of data that includes data on teacher supply and teacher turnover for identifying hard-to-fill assignments.

3. **High Poverty Schools Incentives:**

- i. Title I Incentive: All Educators who work in a Title I school will receive \$2,500/year in a non-base incentive that will be paid monthly.
- ii. In addition to the Title I incentive, Educators who are retained in a Highest Priority School will receive a \$2,500 retention bonus, paid as a lump sum in the

fall. A maximum of 30 schools will be eligible for this incentive. DPS and DCTA will agree to criteria for how these schools are identified.

1. The current Highest Priority Schools will continue to receive the current Highest Priority Incentives for the 2019-20 school year and this new incentive will go into effect with potentially new schools in 2020-21.
4. **Tuition Reimbursement:** Educators may receive reimbursement for up to a career maximum of \$6,000 spent on repayment of student loans or reimbursement for the direct costs of their professional development related to assignment(s) for which they are or could become qualified. Educators shall be eligible for up to \$1,000 in any school year. The Payroll Department will maintain guidelines for tuition reimbursement. The ProComp Implementation Team will review and approve any substantive changes to these guidelines. The ProComp Implementation Team has the authority to increase the career maximum amount if the budget of the Trust supports the expansion.

F. Additional Financial Terms:

1. DPS will continue to honor the 2017-2020 Financial Agreement, which invested \$ 45.3M million new dollars in teacher compensation over the course of the 2017-18, 2018-19, 2019-20 school years.
2. If DPS and DCTA agree to a new structure for ProComp 3.0, DPS agrees to re-open the Financial Agreement in order to add \$20.5 million new dollars to the system. This includes:
 - i. \$4 Million from the Governor's proposed budget that will be released this year and
 - ii. \$10.5 Million from budget cuts to central administration supports.
 - iii. \$6 Million from new funding by the state for 1.0 kindergarten.
 - iv. All \$20.5 Million will be invested the salary schedule.
3. DPS will also use up to \$6 million from the ProComp Trust Fund balance to cover the transition costs. The funds for transition costs will ensure:
 - i. All educators will receive a base-pay increase in 2019-20.
 - ii. Current employees who are below the agreed-upon Salary Schedule will be placed on the schedule according to their current years of service and the lane for which they are eligible.
 - iii. Current employees who are above the agreed-upon Salary Schedule will not see any decrease in their salary. Current employees who are above the Salary Schedule will receive an agreed upon cost-of-living increase (25% base and 75% in a non-base payment) each year until the Salary Schedule catches up with them and they begin advancing on the Salary Schedule.
 - iv. DPS and DCTA will agree on a fair method to address banked PDUs. Educators who have banked PDUs as of January 19, 2019 will receive a lump sum payout for all of their PDUs on or before November 7, 2019, under the following terms: they remain employed by the district and each PDU will be valued at \$1700 (more than 200% of current value).

4. Financial Terms for the 2020-21 and 2021-22 School Years:

- i. DPS will provide an additional \$3 million of new dollar into ongoing teacher compensation for FY 20-21 above the below proposed COLA. The funding will come from the annualization of cuts implemented in FY 19-20 and from additional efficiencies able to be implemented during that fiscal year.
- ii. The district will provide a cost-of-living adjustment (COLA) for the 2020-21 and 2021-22 school years as follows:
 1. The 2020-21 COLA equals the Denver-Boulder-Greeley Consumer Price Index (CPI) used in the calculation of the School Finance Act plus the district turnover savings for 2019-20 minus the estimated cost of steps and lanes for 2019-20.
 2. The 2021-22 COLA equals the Denver-Boulder-Greeley CPI used in the calculation of the School Finance Act plus the district turnover savings for 2020-21 minus the cost of steps and lanes for 2020-21.
 3. The COLA for these years will be paid at a flat amount.
 4. Cost of steps and lanes will be calculated by looking at the step and lane movement each year between December 1st of the previous year and November 30th of the current year.
 5. Turnover Savings – This will be calculated based the roster of individuals governed by this agreement who have left the DCTA bargaining unit and are replaced between December 1st of the previous year and November 30th of the current year.

G. Implementation Terms:

1. Educators will be placed on the Salary Schedule and begin receiving the incentives in this Agreement beginning August 1, 2019.
2. Educators will still receive all current ProComp incentives for the remainder of the 2018-19 school year. For example, educators can submit evidence of completion of an advanced degree or advanced license or Professional Development Unit for the remainder of the 2018-19 school year and we will follow current procedures.
3. In order to decrease overhead expenses and simplify the implementation of the Agreement, the District will no longer use the invoicing process. An oversight committee will be charged with periodic review to assure that ProComp funding continues to supplement, rather than supplant, general fund investment in teacher compensation.

4. This District assumes the risk of the cost of the financial model for the 2019-20 school year. The way that this will be accomplished is that we will determine the total base cost of the model at the time of signing this Agreement. Based on the full-time equivalent number (FTE count), we will have a published average base pay per FTE. Then by June 30, 2020, we will calculate a true-up to assure that we paid the published average base pay per FTE. If on June 30, 2020 the average base salary per FTE is more than \$50 below the average base salary, the District will make the following adjustments:
 - i. By September 30, the District will provide each FTE a cash payment equal to the committed base salary per FTE minus the actual base salary paid per FTE for 19-20.
 - ii. For the 2020-21 school year salary setting, each cell in the Salary Schedule will be adjusted up by the amount of the cash payment provided per FTE and then any agreed upon increase will be applied to the adjusted 2020-21 Salary Schedule.

ProComp 3.0 - Base Pay Table

	A	B	C	D	E	F
2019/20 School Year	BA	BA+20	MA or BA Plus*	Masters+30 or PLUS*	Masters+30 PLUS*	Doctorate
1	45,500	47,250	49,000	52,500	56,000	59,500
2	47,250	49,000	50,750	54,250	57,750	61,250
3	49,000	50,750	52,500	56,000	59,500	63,000
4	50,750	52,500	54,250	57,750	61,250	64,750
5	52,500	54,250	56,000	59,500	63,000	66,500
6	54,250	56,000	57,750	61,250	64,750	68,250
7	56,000	57,750	59,500	63,000	66,500	70,000
8	57,750	59,500	61,250	64,750	68,250	71,750
9	59,500	61,250	63,000	66,500	70,000	73,500
10	61,250	63,000	64,750	68,250	71,750	75,250
11	62,750	64,750	66,500	70,000	73,500	77,000
12	64,250	66,500	68,250	71,750	75,250	78,750
13	65,500	68,000	70,000	73,500	77,000	80,500
14	66,750	69,500	71,750	75,250	78,750	82,250
15	67,750	70,500	73,000	77,000	80,500	84,000
16	68,250	71,250	74,000	78,250	82,250	85,750
17	68,750	71,750	74,750	79,250	83,750	87,250
18	69,250	72,250	75,250	80,000	85,000	88,500
19	69,750	72,750	75,750	80,500	86,250	89,750
20	70,250	73,250	76,250	81,000	87,250	90,750
21	70,750	73,750	76,750	81,500	88,250	91,750
22	71,250	74,250	77,250	82,000	89,000	92,500
23	71,750	74,750	77,750	82,500	89,500	93,000
24	72,250	75,250	78,250	83,000	90,000	93,500
25	72,750	75,750	78,750	83,500	90,500	94,000
26	73,250	76,250	79,250	84,000	91,000	94,500
27	73,750	76,750	79,750	84,500	91,500	95,000
28	74,250	77,250	80,250	85,000	92,000	95,500
29	74,750	77,750	80,750	85,500	92,500	96,000
30	75,250	78,250	81,250	86,000	93,000	100,000

Ways to move through the lanes with Advanced Educator Lanes:

→ BA+20

→ Masters

→ Masters + 30 Credits

→ Ten years in DPS Classrooms (“Longevity Lane Change”)

→ Advanced License

→ National Board Certification

Find your steps based on years of service: 2 years of service = step 3.

Find your lane based on your table listed below.

A	B	C	D	E	F
		MA or BA PLUS*	MA+30*	MA+30 PLUS*	
BA	BA+20	Masters or BA and Longevity or BA and Adv. License or BA and National Board	*Move to this lane with one of the following: Masters MA+30 Adv. License Longevity National Board	*Move to this lane with one of the following: Masters MA+30 Adv. License Longevity National Board	DOCTORATE

Incentives:

- **Title I School:** Add \$2,500/year, Paid Monthly
- **Hard-to-Staff** (same as current list, e.g. ELA-S): Add \$2,500/year, Paid Monthly
- **30 Highest Priority Schools:** Add \$2,500 Retention Bonus Paid in Fall

36 % of educators earn ONE incentive

Base Salary Table with One \$2,500 Incentive

	A	B	C	D	E	F
2019/20 School Year	BA	BA+20	MA or BA Plus*	Masters+30 or PLUS*	Masters+30 PLUS*	Doctorate
1	48,000	49,750	51,500	55,000	58,500	62,000
2	49,750	51,500	53,250	56,750	60,250	63,750
3	51,500	53,250	55,000	58,500	62,000	65,500
4	53,250	55,000	56,750	60,250	63,750	67,250
5	55,000	56,750	58,500	62,000	65,500	69,000
6	56,750	58,500	60,250	63,750	67,250	70,750
7	58,500	60,250	62,000	65,500	69,000	72,500
8	60,250	62,000	63,750	67,250	70,750	74,250
9	62,000	63,750	65,500	69,000	72,500	76,000
10	63,750	65,500	67,250	70,750	74,250	77,750
11	65,250	67,250	69,000	72,500	76,000	79,500
12	66,750	69,000	70,750	74,250	77,750	81,250
13	68,000	70,500	72,500	76,000	79,500	83,000
14	69,250	72,000	74,250	77,750	81,250	84,750
15	70,250	73,000	75,500	79,500	83,000	86,500
16	70,750	73,750	76,500	80,750	84,750	88,250
17	71,250	74,250	77,250	81,750	86,250	89,750
18	71,750	74,750	77,750	82,500	87,500	91,000
19	72,250	75,250	78,250	83,000	88,750	92,250
20	72,750	75,750	78,750	83,500	89,750	93,250
21	73,250	76,250	79,250	84,000	90,750	94,250
22	73,750	76,750	79,750	84,500	91,500	95,000
23	74,250	77,250	80,250	85,000	92,000	95,500
24	74,750	77,750	80,750	85,500	92,500	96,000
25	75,250	78,250	81,250	86,000	93,000	96,500
26	75,750	78,750	81,750	86,500	93,500	97,000
27	76,250	79,250	82,250	87,000	94,000	97,500
28	76,750	79,750	82,750	87,500	94,500	98,000
29	77,250	80,250	83,250	88,000	95,000	98,500
30	77,750	80,750	83,750	88,500	95,500	102,500

Incentives:

- **Title I School:** Add \$2,500/year, Paid Monthly
- **Hard-to-Staff** (same as current list, e.g. ELA-S): Add \$2,500/year, Paid Monthly
- **30 Highest Priority Schools:** Add \$2,500 Retention Bonus Paid in Fall

36 % of educators earn TWO or THREE incentives

Base Salary Table with Two \$2,500 Incentives (\$5,000)

	A	B	C	D	E	F
2019/20 School Year	BA	BA+20	MA or BA Plus*	Masters+30 or PLUS*	Masters+30 PLUS*	Doctorate
1	50,500	52,250	54,000	57,500	61,000	64,500
2	52,250	54,000	55,750	59,250	62,750	66,250
3	54,000	55,750	57,500	61,000	64,500	68,000
4	55,750	57,500	59,250	62,750	66,250	69,750
5	57,500	59,250	61,000	64,500	68,000	71,500
6	59,250	61,000	62,750	66,250	69,750	73,250
7	61,000	62,750	64,500	68,000	71,500	75,000
8	62,750	64,500	66,250	69,750	73,250	76,750
9	64,500	66,250	68,000	71,500	75,000	78,500
10	66,250	68,000	69,750	73,250	76,750	80,250
11	67,750	69,750	71,500	75,000	78,500	82,000
12	69,250	71,500	73,250	76,750	80,250	83,750
13	70,500	73,000	75,000	78,500	82,000	85,500
14	71,750	74,500	76,750	80,250	83,750	87,250
15	72,750	75,500	78,000	82,000	85,500	89,000
16	73,250	76,250	79,000	83,250	87,250	90,750
17	73,750	76,750	79,750	84,250	88,750	92,250
18	74,250	77,250	80,250	85,000	90,000	93,500
19	74,750	77,750	80,750	85,500	91,250	94,750
20	75,250	78,250	81,250	86,000	92,250	95,750
21	75,750	78,750	81,750	86,500	93,250	96,750
22	76,250	79,250	82,250	87,000	94,000	97,500
23	76,750	79,750	82,750	87,500	94,500	98,000
24	77,250	80,250	83,250	88,000	95,000	98,500
25	77,750	80,750	83,750	88,500	95,500	99,000
26	78,250	81,250	84,250	89,000	96,000	99,500
27	78,750	81,750	84,750	89,500	96,500	100,000
28	79,250	82,250	85,250	90,000	97,000	100,500
29	79,750	82,750	85,750	90,500	97,500	101,000
30	80,250	83,250	86,250	91,000	98,000	105,000