

DCTA

DPS

2017

SEPT

*DPS and DCTA sign a Master Agreement committing \$45M for teacher compensation, guaranteed pay increases in 2017-18, 2018-19, 2019-20.*

NOV

*Interest-based bargaining on the ProComp Agreement.*

**Proposal:**

- Four lanes
- 30 steps

**Proposal:**

- 12 lanes
- \$31.9M in new money

2018

FEB

**Proposal:**

- Reopen 2017 Financial Agreement
- Dedicates \$36M if Amendment 73 passes

**Proposal:**

- Reduced to 10 lanes
- Total cost remains \$31.9M

MAR

*Agrees to extend the ProComp Agreement until Jan. 18, 2019.*



Declares impasse; mediation begins.

SEPT

**Proposal:**

- \$3M from incentives to base pay

OCT

NOV

*Amendment 73 doesn't pass.*

*Negotiations continue with support of mediator.*

**Proposal:**

- Add \$11M into compensation
- Increase tuition reimbursement by 25%
- Increase to five lanes

- Re-presents March 2018 salary schedule
- Increasing tuition reimbursement.

DEC

*Signs tentative agreement on the incentive for hardest-to-fill jobs (\$2,500).*

**Proposal:**

- Add \$6M more into compensation
- Commit \$6M into transition costs
- 50% increase in tuition reimbursement
- Increase total lanes to six
- Increase \$3.5M for total investment of \$26.5 on top of Master Agreement
- \$10.5M new money from central office cuts
- Increase average base pay by 21% over three years, with 10% increase in 2019-20

**Proposal:**

- Removes two lanes
- Reduces cost by \$2.6M

2019

JAN

Costs: \$29.2M

**\$8.5M difference**

Costs: \$20.8M

**We also remain \$6.5M apart on incentive for serving in high-poverty schools**