

Salary Schedule

2019-2020

Association Counter Proposal: 1/8/2019

Step/Lane	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+60	Doctorate
1	\$ 45,000.00	\$ 47,250.00	\$ 49,500.00	\$ 51,750.00	\$ 54,000.00	\$ 56,250.00	\$ 58,500.00	\$ 63,000.00	\$ 65,250.00
2	\$ 46,575.00	\$ 48,825.00	\$ 51,075.00	\$ 53,325.00	\$ 55,575.00	\$ 57,825.00	\$ 60,075.00	\$ 64,575.00	\$ 66,825.00
3	\$ 48,150.00	\$ 50,400.00	\$ 52,650.00	\$ 54,900.00	\$ 57,150.00	\$ 59,400.00	\$ 61,650.00	\$ 66,150.00	\$ 68,400.00
4	\$ 49,725.00	\$ 51,975.00	\$ 54,225.00	\$ 56,475.00	\$ 58,725.00	\$ 60,975.00	\$ 63,225.00	\$ 67,725.00	\$ 69,975.00
5	\$ 51,300.00	\$ 53,550.00	\$ 55,800.00	\$ 58,050.00	\$ 60,300.00	\$ 62,550.00	\$ 64,800.00	\$ 69,300.00	\$ 71,550.00
6	\$ 52,875.00	\$ 55,125.00	\$ 57,375.00	\$ 59,625.00	\$ 61,875.00	\$ 64,125.00	\$ 66,375.00	\$ 70,875.00	\$ 73,125.00
7	\$ 54,450.00	\$ 56,700.00	\$ 58,950.00	\$ 61,200.00	\$ 63,450.00	\$ 65,700.00	\$ 67,950.00	\$ 72,450.00	\$ 74,700.00
8	\$ 56,025.00	\$ 58,275.00	\$ 60,525.00	\$ 62,775.00	\$ 65,025.00	\$ 67,275.00	\$ 69,525.00	\$ 74,025.00	\$ 76,275.00
9	\$ 57,600.00	\$ 59,850.00	\$ 62,100.00	\$ 64,350.00	\$ 66,600.00	\$ 68,850.00	\$ 71,100.00	\$ 75,600.00	\$ 77,850.00
10	\$ 59,175.00	\$ 61,425.00	\$ 63,675.00	\$ 65,925.00	\$ 68,175.00	\$ 70,425.00	\$ 72,675.00	\$ 77,175.00	\$ 79,425.00
11	\$ 60,750.00	\$ 63,000.00	\$ 65,250.00	\$ 67,500.00	\$ 69,750.00	\$ 72,000.00	\$ 74,250.00	\$ 78,750.00	\$ 81,000.00
12	\$ 62,325.00	\$ 64,575.00	\$ 66,825.00	\$ 69,075.00	\$ 71,325.00	\$ 73,575.00	\$ 75,825.00	\$ 80,325.00	\$ 82,575.00
13	\$ 63,900.00	\$ 66,150.00	\$ 68,400.00	\$ 70,650.00	\$ 72,900.00	\$ 75,150.00	\$ 77,400.00	\$ 81,900.00	\$ 84,150.00
14	\$ 65,475.00	\$ 67,725.00	\$ 69,975.00	\$ 72,225.00	\$ 74,475.00	\$ 76,725.00	\$ 78,975.00	\$ 83,475.00	\$ 85,725.00
15	\$ 67,050.00	\$ 69,300.00	\$ 71,550.00	\$ 73,800.00	\$ 76,050.00	\$ 78,300.00	\$ 80,550.00	\$ 85,050.00	\$ 87,300.00
16	\$ 68,625.00	\$ 70,875.00	\$ 73,125.00	\$ 75,375.00	\$ 77,625.00	\$ 79,875.00	\$ 82,125.00	\$ 86,625.00	\$ 88,875.00
17	\$ 70,200.00	\$ 72,450.00	\$ 74,700.00	\$ 76,950.00	\$ 79,200.00	\$ 81,450.00	\$ 83,700.00	\$ 88,200.00	\$ 90,450.00
18	\$ 71,775.00	\$ 74,025.00	\$ 76,275.00	\$ 78,525.00	\$ 80,775.00	\$ 83,025.00	\$ 85,275.00	\$ 89,775.00	\$ 92,025.00
19	\$ 73,350.00	\$ 75,600.00	\$ 77,850.00	\$ 80,100.00	\$ 82,350.00	\$ 84,600.00	\$ 86,850.00	\$ 91,350.00	\$ 93,600.00
20	\$ 74,925.00	\$ 77,175.00	\$ 79,425.00	\$ 81,675.00	\$ 83,925.00	\$ 86,175.00	\$ 88,425.00	\$ 92,925.00	\$ 100,000.00

Incentive	Amount Per Year
Distinguished Schools (10 Schools)	\$1,000
Hard-to-Staff Positions	\$2,500
Title 1	\$1,500
Tuition Reimbursement (Maximum of \$8,000)	\$1,000/Year

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

A. Salary Schedule

1. The salary schedule attached shall be effective beginning in the 2019-2020 school year.
2. Salary schedule placement. Each bargaining unit member shall be placed on the salary schedule on August 1, 2019 in accordance with their professional experience and level of education submitted to the District.
3. Effective August 1 of each year, the steps of the salary schedule shall receive an increase as provided for in the parties' current Financial Agreement.
4. Education increments shall be credited in January and June of each year. Teachers may be awarded educational increments for completing either fifteen (15) college credits, obtaining a higher degree, or for completing professional development units (PDU). Each PDU shall be the equivalent of three (3) college credits for the purposes of moving educational increments.
5. Effective August 1 of each year, bargaining unit members shall receive one step on the salary schedule if they received an approaching or better as their end-of-year evaluation rating in the previous year until they have reached Step 20. After Step 20 bargaining unit members shall be awarded a longevity increase every five (5) years.
6. Bargaining unit members who hold active licenses issued by the National Board for Professional Teaching Standards shall be awarded two (2) additional lanes in the salary schedule. If two (2) additional lanes are not available, that bargaining unit member shall receive a seven percent (7%) increase to their base pay.

B. 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 \$1,000 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~~5. Social and Emotional School Climate
- ~~7~~6. Physical Environment
- ~~8~~7. Employee Wellness
- ~~9~~8. Family Engagement
- ~~10~~9. Community Involvement
- ~~10. Effective use of the Whole Child Mill Levy dollars as outlined in Article 29-1-2 of the Master Agreement~~
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 on the April 7 paycheck (March 31 payroll) each year.

2. Title 1

Any bargaining unit members in a school designated Title I will receive a non-base building incentive of \$1,500 a year from the ProComp Trust.

3. Tuition Reimbursement

Bargaining unit members shall receive reimbursement for up to a career maximum of \$8,000 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. Bargaining unit members shall be eligible for up to \$1,000 in any school year. The Payroll Department will maintain guidelines for tuition reimbursement. The Transition Team will review and approve any substantive changes to these guidelines.

C. Salary Setting for Current Teachers

Bargaining unit members currently in the District shall be set on the salary schedule according to their years of experience and current education level (including accumulated PDUs). Educators with banked PDUs may turn those in for lane movement in accordance with the rule above. Educators will not be able to use PDUs previously turned in for the purposes of lane movement.

D. Hold Harmless

Bargaining Unit members whose base salary is higher than his/her correct cell will be placed in the cell closest to but higher than her/his current base salary. The educator shall then progress through the table from that cell as per usual annual and educational movement.

