

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

Article 33 – Specialized Service Providers and Whole Child Supports

The District and the Association recognize the valuable contribution that Specialized Service Providers (SSPs) bring to our schools and to improving student achievement. Therefore, the Board and the Association are committed to providing schools with both multidisciplinary teams and staffing ratios that lead the Denver metropolitan area.

The District and the Association also affirm their commitment to the education of the “Whole Child.” It is understood by both parties that the social and emotional growth of our students is of critical importance to achieving the success of our students, in the classroom and in life, and that the Whole Child must be considered in every regard. Toward that end, the 2016 Whole Child Mill Levy dollars should be used to improve student outcomes within the socially and emotionally intelligent component of the Whole Child definition. Whole Child Mill Levy dollars can be used by schools to add School Social Workers, School Psychologists, School Nurses, or Restorative Practices Coordinators, to expand mental health services, evidence-based social emotional learning curriculum and instruction, programs focused on building a school climate that fosters positive social-emotional outcomes, or a combination of these varying types of support.

33-1 Employment of SSPs

33-1-1 SSPs shall be hired, assigned and transferred according to written procedures made available to all employees. These procedures will outline the processes used during the staffing cycles; including the following:

- Hiring
- Reduction in Building/Department (RIB),
- Placement/Reassignment

33-2 Probationary Period for SSPs

33-2-1 SSPs will serve a 3-year probationary period during which their employment can be terminated in accordance with the provisions about probationary employees in Board policy GDQD and Regulation GDQD-R. Those SSPs who work 120 days of any year will have that year count towards the 3 year probationary period.

33-2-2 After the 3-year probationary period, SSPs shall be considered “continuing service” employees as defined in Board Policy GDQD and GDQD-R. At that time, they will be provided with annual contracts and any termination during those annual contracts shall only be non-probationary. The District shall have the right to terminate non-

~~probationary SSP's only for just cause will be awarded continuing service status with the district. At that time, dismissal actions will be processed in accordance with Board of Education policy GDQD & GDQD-R. See <http://www.dpsk12.org/policies/> for more information.~~

~~33-2-2-1 Any non-probationary SSP who is the subject of a RIB and does not receive mutual consent to a new position, shall be entitled to a long term placement for a period of twelve (12) months.~~

33-3 Collaboration

33-3-1 Department Leadership Team-

33-3-1-1 Each functional area within the Division of Student Services will have a Department Leadership Team (DLT). Functional areas are defined as: School Psychology, School Social Work, School Occupational Therapy/Physical Therapy, School Speech language Pathology, Audiology, and School Nursing,

33-3-1-2 The DLT will be comprised of the functional director and/or manager/supervisor, the functional area association representative, a SSP appointed by the functional director and/or manager, and a minimum of three representatives elected annually by secret ballot vote of the SSP's in the functional areas. The DLT will seek to operate in an environment marked by mutual support and respect.

33-3-1-3 The role of the DLT will be to:

- Collaborate with Student Services Leadership around identifying best practices of service delivery the respective functional area.
- Review and collaborate with Student Services Leadership around the processes for hiring, assignment, transfer, and workload expectations including assignments less than five days.
- Review and collaborate with Student Services Leadership regarding professional development plans for their respective functional area.

DCTA Representative

DPS District 1 Representative

Signature: _____

Signature: _____

Print Name: _____

Print Name: _____

DPS Proposal May 1, 2017

Date: _____

Date: _____