TENTATIVE AGREEMENT
BETWEEN
SCHOOL DISTRICT #1
DENVER PUBLIC SCHOOLS
AND
DENVER CLASSROOM BARGAINING UNIT EMPLOYEES 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 the first day of the contractual year in accordance with their professional experience and level of education submitted to the District.

   A. Employees with masters that require fifty-four (54) credit hours or more shall be placed in the MA+18 lane.

3. Effective the first day of the contractual year 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. Bargaining unit employees may be awarded educational increments for completing either fifteen (15) college credits, obtaining a higher degree, or for completing professional development units (PDU)/district in-service. Each PDU shall be the equivalent of three (3) college credits for the purposes of moving educational increments. Fifteen hours of district in-service is equivalent to one college credit.

- Professional Development and University Credits

  o Credits for salary advancement may be obtained from
    (1) College credits, which must come from regionally accredited university programs earned post-BA in a birth through twenty-one content area; Credits must have been completed after the Educator’s most recent and highest degree was conferred.
    (2) Professional Development Units (PDUs) as described below;
    (3) District-sponsored PDUs provided by external providers and
    (4) Continuing Education Units (CEUs) approved by DPS for PDU credits.

  o A PDU is differentiated, action research learning with application to practice designed to support teachers and SSPs to improve or acquire skills focused on topics of student need, including closing the opportunity gap.

  o PDUs have three components – Study, Demonstration, and Reflection, with a course of study of at least 45 hours for three credits. The approved PDU proposal will document how the time will be allocated based on the PDU guidelines.

  o As documented in the approved PDU proposal, the 45 hours will include:
Time in instruction and/or participation in a learning cohort outside the school day
- time to read and study; and
- time to reflect and apply learnings.

The author of the PDU proposal will determine and map out the allocation of the 45 hours.

Participants will not need to submit additional documentation of their hours of work; the approved PDU completion will be adequate to apply for the lane change.

As with a college course, participants will earn the three credits upon facilitator acknowledgment of completion.

Some courses of study might be offered for a PDU or university credit. In these cases, participants need to choose either the PDU or the university credit, not both.

Teachers and SSPs can complete up to three (3) PDUs per year.

All applications for PDUs must be submitted according to established guidelines. The ProComp Implementation Team will approve the guidelines by consensus. If the Team cannot reach consensus, the Superintendent, or his/her designee, will make the final decision.

PDUs will be approved and managed by designated district leader on professional development.

Employees who are not eligible to move a lane receive a $1000 payment for every PDU earned (BA+40 without a Masters, MA+60 without a Doctorate, and Doctorate).

Teachers and SSPs that facilitate PDUs will be paid a flat $1500 stipend per PDU.

Required professional development will follow Master Agreement contract language and is not eligible for PDUs, with the exception of district required ELA courses discussed below.

Participants in required DPS ELA courses will earn DPS credit and/or graduate credit that can be used for lane movement. DPS credit (15 contact hours is the equivalent of 1 credit) is available for all ELA required classes; university credit (paid for by DPS) is available for certain courses. Participants cannot earn both DPS credit and university credit for the same class.

Salary advancement may consist of a combination of post-BA university credits as well as DPS credits. College or university credit must be from a DPS approved institution of higher learning and applicable to the employee’s current or future teaching/role or related educational field.
• It is the employee’s responsibility to initiate a request for horizontal increases in salary due to additional hours of training credit. Credit submitted and resulting in horizontal movement will be effective no later than 30 days following submission and approval of the official transcript.

• Payment for in-service shall be handled in accordance with the Master Agreement.

5. Effective the first day of the contractual year, bargaining unit members shall receive one step on the salary schedule if they received an approaching or better rating as their end-of-year evaluation 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 as per Master Agreement.**

   **A. Longevity.** All employees shall receive an additional lane movement above her/his education level upon ten (10) years (within the last fifteen (15) years) of service in the District.

   1. Employees may not move into the Doctorate without a Doctorate degree using longevity.

   2. Employees who are unable to move a lane shall receive a $2,000 increase to base.

6. Bargaining unit members who hold active licenses issued by the National Board for Professional Teaching Standards or other advanced license(s)/certificate(s) 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 $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. Title 1

Any bargaining unit members in a school designated Title I will receive a non-base building incentive of $1,750 a year from the ProComp Trust.

3. Tuition Reimbursement

Bargaining unit members shall 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. 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 Bargaining unit employees

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 banked, unpaid PDUs and/or advanced license(s)/certificate(s)). Educators with banked PDUs may turn those in for lane movement in accordance with the rule above. Educators will not be able to use previously paid PDUs 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. Educators with banked PDUs as of June 30, 2019, who are unable to make a lane change, will receive a lump sum payout for each PDU. Starting in 2019-20, teachers/SSPs who are employed with the district can receive a payout of a maximum of two PDUs per year with each PDU at a value of $850.

E. Duration
The Compensation Agreement shall be in effect from January 19, 2019 through August 31, 2022. The terms of this tentative agreement will be integrated into the Master Agreement.

**F. Extension of Current Incentives**

All incentives earned during the 2018-2019 school year shall be paid to bargaining unit employees in accordance with the previous ProComp Agreement or as otherwise decided by the ProComp Transition Team.

**G. Financial Terms for 2020-21 and 2021-22 School Years**

1. For the 2020-2021 school year, bargaining unit members shall receive a cost of living adjustment equal to the Denver-Boulder-Greeley Consumer Price Index used in the calculation of the School Finance Act plus an additional one percent (1%).

   A. Beginning the 2020-2021 school year, the Title 1 incentive shall be increased to $2,000 per year.

2. For the 2021-22 school year, bargaining unit members shall receive a cost of living adjustment equal to the Denver-Boulder-Greeley Consumer Price Index used in the calculation of the School Finance Act plus an additional one percent (1%).

**H. Miscellaneous**

Any positions eliminated or reduced to finance this proposal shall not come from unionized positions or from positions who have been requested to be a part of a union.