

**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. The following are automatically placed at “MA+30”: social workers with a master’s in social work, psychologists with a master’s in psychology or the equivalent specialist in psychology degree, speech language pathologists with an approved master’s degree, occupational therapists or physical therapists with an approved master’s degree.

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. Following initial placement on the salary schedule, bargaining unit employees may advance no more than one (1) lane per year when using district PDUs/district in-service alone for lane movement.

A. Professional Development Unit (PDU) is differentiated, job embedded action research learning designed to support teachers and student service providers to improve or acquire skills on topics that directly relate to their discipline.

B. PDUs have 3 components – Study, Demonstration, and Reflection.

C. PDUs will be managed by the current PDU department.

D. Any changes to the current PDU guidelines/rubric shall be approved by the ProComp Transition Team.

E. 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.

F. It is the employee's responsibility to initiate a request for horizontal increases in salary due to additional hours of training credit. Credit is effective with the start of the pay period following submission of the official transcript.

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.
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.