

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

Article 28 - Substitute Teachers

28-1 Adequate Numbers of Substitute Teachers. The District agrees to maintain a list of qualified persons sufficient to serve as substitutes for regular teachers who may be absent on any given work day. ~~The District will continue to work toward increasing its fill rate for substitutes in order to protect teachers' planning time and decrease the requirements for teachers to cover other classrooms. Principals should endeavor to respect reasonable requests from teachers when they cannot cover a classroom or assignment on a particular day. -DPS is responsible for provide substitute teachers in adequate numbers to ensure that teachers are able to provide planning and effective instruction for their own students. No teacher shall be required to cover other classrooms or duties.~~

Teachers shall have the right to request substitutes in order of their preference. The District will ~~give strong consideration to the teacher's request.~~ Retired teachers from DPS may request to be placed on the list of substitutes. ~~shall receive preference to outside applicants for substitute teaching assignments.~~

~~28-2 Continuing Full and Half-Day Substitutes.~~ Full day or half-day substitutes who have taught in excess of sixteen (16) consecutive days in one (1) assignment in the District shall become long-term substitute teachers ("Long-term Subs") and shall have ~~certain~~ the rights and privileges of teachers under the terms of the Agreement for as long as they are continuously employed in that assignment.

~~28-2-1 Exceptions to the rights and privileges shall be limited to the following:~~

- ~~a. Leaves. Substitute teachers Long-term Subs shall earn one day of sick leave for every eighteen (18) days of employment. No extended or short leaves of absences shall be granted.~~
- ~~b. Salary. Salaries shall be set forth in Article 31.~~
- ~~c. Benefits. Substitutes may participate in District benefit programs at their own expense if they are working 20 hours or more per week. Substitutes working over 30 hours per week may be eligible for a monthly medical subsidy. Liability insurance will be provided by the District.~~

~~28-2-2 Long-term substitute teachers Subs who subsequently are awarded a contract will have their Long-term Sub substitute time counted toward the salary schedule on the following basis:~~

- ~~a. If the continuous time worked as a Long-term substitute Sub is one (1) semester to one (1) year, placement on the salary schedule shall be step two (2).~~
- ~~b. A teacher who teaches as a Long-term substitute Sub continuously for the second semester of a school year will be placed on step two (2) of the salary schedule if appointed the following school year.~~
- ~~c. A teacher who teaches as a Long-term substitute Sub the first semester of a school year and is appointed in January will not be placed on step two (2) until the following school year.~~

DCTA Representative

DPS District 1 Representative

By: _____

By: _____

By: _____

By: _____

Date: _____

Date: _____