

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

7.5.2 Hard-to-Staff Assignments. Beginning September 1, 2008, teachers Bargaining unit members working in assignments identified by the District and Association as hard-to-staff shall be awarded a non-base building incentive of 6.4% of the index \$2,500 per year.

The total number of assignments identified as hard-to-staff shall equal between twenty percent (20%) and thirty percent (30%) of the total bargaining unit as measured by the full-time equivalent (FTE).

7.5.2.1 The Department of Human Resources shall create and the Transition ProComp Implementation Team will approve a set of data that includes data on teacher supply and teacher turnover as a basis for identifying hard-to-staff assignments.

This Tentative Agreement does not preclude either party from proposing additional changes in Article 7 of the ProComp Agreement.


DCTA Representative

DPS District 1 Representative

By: Henry Roman

By: Ronald G. Cabrera

Signature: 

Signature: 

Date: 12-04-18

Date: 12.04.18