

## DCTA Package of Proposals 8-31-17 at 10:15am with DPS Responses at 12:09pm

### Article 4 - Effective Dates

4-1 Upon ratification, this Agreement shall be effective September 1, 2017, and shall remain in full force and effect until **July 31** ~~September 30~~, 2022.

#### DPS Response:

-- Will sign off this change if date is July 31<sup>st</sup>, 2022; but need to come back to financial agreement for five years.

4-4-1 On the first business day of August and September, the District shall provide to the Association a list of all new hires and transfers, including the name, current address, and phone number and **DPS** ~~personal~~-email addresses.

#### DPS Response:

-- Keep language in Article 23; only willing to provide DPS email addresses.

### Article 6 - Negotiating Procedure

Last Proposal from 7/25

#### DPS Response:

-- will drop request for 3 articles only during negotiation of Master Agreement

### Article 8 - Professional Standards

Our Last Proposal from 8/28/2017

-- DPS will stand on last proposal

### Article 10: Evaluation

Our Last Proposal from 8/28/17

#### DPS response:

- ✍ After a Full Observation, no additional scored observation until feedback is provided.
- ✍ Redress
  - All ombuds will receive annual training on LEAP and their role as the ombuds.
  - [Concept language, need to draft officially for contract] A teacher will have the opportunity to engage in two levels of redress review:
    - ✍ 1<sup>st</sup> level review: will involve a facilitated conversation by the ombudsperson between the teacher and appropriate school leaders.
    - ✍ 2<sup>nd</sup> level of review: If the teacher is not satisfied with the resolution of the 1<sup>st</sup> level facilitated process, she/he can submit a request for review to the Chief Human Resources Officer (CHRO), or designee.

### Article 21 - Leaves of Absence

Our Last Proposal from 8/28/2017 except:

We withdraw 21-1-1-4-2

#### DPS response:

- ✍ We accept their withdrawal of 21-1-1-4-2

- ✍ We agree to include language in the contract about automatic enrollment in the Sick Bank.
- ✍ Propose changing language about the Sick Leave Committee – will now be Benefits Board

**Article 23: Association Rights:**

Return to Current Contract Language

DPS Response:

Willing to potentially move on this article if we see movement in other areas.

**Article 30: Benefits Allowance and Benefits Program**

Our Last Proposal from 8/09/2017

DPS Response:

In Article 31-1-1: Will add: The finance department will provide the Benefits Board and DCTA with an annual accounting regarding the savings that result from this change to the benefits program.

**Article 31 & 32: Salary and Extra Duty:**

Our Last Proposal from 8/23/2017 except:

All Title 1 teachers who do not currently receive a hard-to-serve incentive will receive a Title 1 Incentive of \$500 per year, including teachers on the traditional salary schedule.

All Teachers shall receive a \$2000 increase to their base rate of pay each of the next 3 years

Extra Duty Rates shall increase by same percentage as average increase of rate of base pay.

DPS Response:

Appreciate the movement here and we are willing to talk more about this if we see movement in other areas.

**Article 33: SSPs and Whole Child**

Our Last Proposal from 8/28/2017

DPS Response:

33-1-3 The District and the Association will jointly convene a Whole Child Task force charged with determining and documenting best practices in:

- ? usages of Whole Child Mill Levy funds,
- ? school schedules that provide maximum access to physical activity and electives,
- ? social and emotional learning and
- ? mental and physical health and nutrition

The Whole Child Task Force will annually determine areas of focus for the year, objectives and meeting cadence at the beginning of each school year. The Whole Child Task Force will report regularly to the DCTA president and Superintendent on their progress and recommendations.