

**Memorandum of Understanding
Between
School District #1, Denver Public Schools
and
The Denver Classroom Teachers Association**

January 2017

Retention Bonus Structure

The Denver Public Schools and the Denver Classroom Teachers Association, understanding the importance of retaining teachers for the benefit and successful transition of students enrolled in schools designated this year for transition, hereby agree as follows:

Teachers and SSPs at Gilpin Elementary are eligible for a \$1000 closure stipend based on the following conditions:

- The bonus shall be prorated based on FTE status at that school.
- Teachers and SSPs must be actively employed at the school prior to 1/1/17 to be considered for the bonus.
- Stipend payments will appear in the June 2017 paycheck.
- ~~Closure stipends are contingent upon an acceptable 2016-17 performance evaluation—Approaching or above on LEAP or the equivalent rating on any other teacher evaluation system.~~
- ~~Individuals that receive a written corrective action (as outlined in the District’s Basic Fairness & Due Process Guidelines) will not be eligible for a bonus.~~

~~Exceptions to these conditions regarding corrective action and performance evaluation ratings are subject to the approval of the building principal and the relevant Instructional Superintendent.~~

DCTA Representative

DPS District 1 Representative

Name: _____

Name: _____

Signature: _____

Signature: _____

Date: _____

Date: _____

**Memorandum of Understanding
Between
School District #1, Denver Public Schools
and
The Denver Classroom Teachers Association**

January 2017

Retention Bonus Structure

The Denver Public Schools and the Denver Classroom Teachers Association, understanding the importance of retaining teachers for the benefit and successful transition of students enrolled in schools designated this year for transition, hereby agree as follows:

For Amesse Elementary and Greenlee Elementary:

Teachers and SSPs at Amesse Elementary and Greenlee Elementary are eligible for retention bonuses based on the following conditions:

- The bonus shall be prorated based on FTE status at that school.
- Teachers and SSPs must be actively employed at the school prior to 1/1/17 to be considered for the bonus.
- Teachers/SSPs who remain employed at the schools can earn up to ~~\$1,500~~\$3,000.
 - Teachers/SSPs who remain employed as of October 1, 2017 will receive ~~\$750~~\$1,000, to be paid in the ~~October~~June 2017 paychecks.
 - Teachers/SSPs who remain employed at the schools as of the last school day of 2017/18 school year will receive an additional retention bonus of ~~\$750~~\$2,000, to be paid in the June 2018 paychecks
- ~~Retention bonus payouts are contingent upon an acceptable 2016-17 performance evaluation—Approaching or above on LEAP or the equivalent rating on any other teacher evaluation system.~~
- ~~Individuals that receive a written corrective action (as outlined in the District’s Basic Fairness & Due Process Guidelines) will not be eligible for a bonus.~~

~~Exceptions to these conditions regarding corrective action and performance evaluation ratings are subject to the approval of the building principal and the relevant Instructional Superintendent.~~

Continuation of these bonus payments beyond the 2017/2018 school year is contingent upon the status of these schools in June of 2018.

[Signatures on Following Page]

DCTA Representative

Name: _____

Signature: _____

Date: _____

DPS District 1 Representative

Name: _____

Signature: _____

Date: _____