

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

January 2017

Stipend for School Closure

The Denver Public Schools and the Denver Classroom Teachers Association, understanding the challenges facing our teachers in schools subject to a hard closure and the importance of retaining teachers for the remainder of the school year, agree to the following:

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

- The stipend shall be prorated based on FTE status at that school.
- Teachers/SSPs must be actively employed at the school prior to 1/1/17 to be considered for the stipend.
- 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. If the Not Meeting rating is changed to a higher rating during the redress or appeals process, the stipend will be paid.
- Individuals that receive a written ~~corrective action~~ Letter of Reprimand or a Suspension of Pay (as outlined in the District’s Basic Fairness & Due Process Guidelines) will not be eligible for the stipend. The teacher/SSP may request an exception to this condition and the request will be reviewed jointly by Debbie Hearty, Chief Human Resources Officer (CHRO), and a DCTA designee. If the CHRO and the DCTA designee reach consensus to provide the stipend, the stipend shall be provided.

~~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

Signature: _____

Signature: _____

Print Name: _____

Print Name: _____

Date: _____

Date: _____

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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/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/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.
 - Teachers/SSPs who remain employed as of ~~October~~ January 1, 2017 will receive \$750, to be paid in the ~~October~~ June 2017 paychecks.
 - Teachers/SSPs who remain employed at the schools as of the last school day of the 2017/18 school year will receive an additional retention bonus of \$750, 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. If the Not Meeting rating is changed to a higher rating during the redress or appeals process, the stipend will be paid.
- Individuals that receive a written ~~corrective action~~ Letter of Reprimand or a Suspension of Pay (as outlined in the District’s Basic Fairness & Due Process Guidelines) will not be eligible for a bonus. The teacher/SSP may request an exception to this condition and the request will be reviewed jointly by Debbie Hearty, Chief Human Resources Officer (CHRO), and a DCTA designee. If the CHRO and the DCTA designee reach consensus to provide the stipend/bonus, the stipend/bonus shall be provided.

~~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 budget availability and the status of these schools in June of 2018.

[Signatures on Following Page]

DCTA Representative

Signature: _____

Print Name: _____

Date: _____

DPS District 1 Representative

Signature: _____

Print Name: _____

Date: _____