



Tentative Agreement Reached - Updated Salary Schedule

A couple of weeks ago the DCTA bargaining team concluded contract negotiations and reached a tentative collective bargaining agreement. Negotiations with the district have been a challenge ever since the process started in January. Many of our afforded rights like planning time, access to extra duty pay and benefits were at risk of being taken away; while we continued to fight for systematic changes that support our students' learning conditions and our working conditions.

Here are **some** the key wins/takeaways within the new Tentative Agreement:

- 6% Cost of Living Adjustment (COLA), plus salary schedule advancements based on years of experience and educational advancements (steps and lanes 2.7%), equally 8.7% increase for the first year, which is the highest raise in the Denver Metro area.
- A \$50,130 starting salary for first year educators.
- Including DCTA groups like CTE and ESLI instructors onto the DCTA salary schedule.
 - ESLI instructors will be moved to the BA and BA 18 lanes, making them the highest paid in the metro area.
 - CTE I and CTE II instructors will be moved to the DCTA Teacher/SSP Salary schedule. *NOTE: The CTE Schedule will not change over on 9/22 as we are working through placement details with the district. We expect the CTE Schedule to be ready by the 10/7 paycheck.
- Increased numbers of educators will receive the hard fill incentive to be determined by the implementation team.
- Keeping equity on the forefront of everything we do including evaluations and district-wide training.
- SSPs and SPED are given 8 release days to complete IEP paperwork.
- Implementing a joint DPS and DCTA committee that will address equity for BIPOC students and educators.
- Firm commitments on collaboration to find solutions that address class sizes and caseloads.
- Expanding distributed leadership within schools and departments;
- Defined delineated roles between ILT, SLT, PC, CSC and DLTs for departments.
- Educators will now receive money for serving on committees like the DLT, SLT, LCC, etc.
- Increasing our financial commitment to educators going through the National Board Certification process.
- Expand professionalism respect by allowing educators to take a personal day without permission from their administrators.
- Ensuring that educators maintain their health benefit credit.
- Sick leave donation program for educators who are in need of days due to terminal illness or catastrophic events.

Salary Setting							
Grade	BA	BA+18	BA+36/MA	MA+18	MA+36	MA+54	Doctorate
Step	1	2	3	4	5	6	7
1	50,130	52,328	55,065	58,051	61,037	64,023	67,009
2	51,290	54,148	56,885	59,942	62,928	65,914	69,192
3	52,990	55,969	58,706	61,833	64,819	67,805	71,375
4	54,690	57,789	60,526	63,724	66,710	69,696	73,558
5	56,391	59,609	62,346	65,616	68,602	71,588	75,741
6	58,090	61,430	64,167	67,506	70,492	73,478	77,924
7	59,790	63,250	65,987	69,398	72,384	75,370	80,106
8	61,490	65,070	67,807	71,289	74,275	77,261	82,290
9	63,190	66,891	69,628	73,179	76,165	79,151	84,472
10	64,890	68,711	71,448	75,071	78,057	81,043	86,656
11	66,589	70,531	73,268	76,962	79,948	82,934	88,838
12	68,289	72,351	75,089	78,853	81,839	84,825	91,021
13	69,990	74,172	76,910	80,744	83,730	86,716	93,204
14	71,689	75,992	78,730	82,635	85,622	88,608	95,386
15	73,389	77,812	80,550	84,528	87,514	90,499	97,570
16	75,089	79,635	82,372	86,418	89,404	92,390	99,752
17	76,790	81,455	84,192	88,310	91,296	94,282	101,936
18	78,489	83,275	86,012	90,201	93,187	96,173	104,119
19	80,189	85,096	87,833	92,092	95,078	98,064	106,302
20	81,889	86,916	89,653	93,983	96,969	99,955	109,022

The DCTA bargaining team is working on a more extensive list of wins and details from the agreement. We appreciate your

patience as some union and DPS staff have been out of office with COVID related illness. Once the full TA is shared with educators, DCTA staff and bargaining team members will host information and Q&A sessions to address any questions prior to the Tentative Agreement vote. The voting window will be open for a week and all DCTA members will have the opportunity to vote. **Please expect to vote between October 3-7. A more detailed voting timeline will be shared in the upcoming week.**

The DCTA bargaining team has recommended voting in favor of the TA. Please be aware that if the TA is not ratified, we will need to engage members and identify their concerns prior to returning to the table with the district.

Paycheck Information

Because the DCTA bargaining team is recommending the Tentative Agreement to the membership, the district has agreed to honor steps, lanes and the COLA on September 22nd paychecks. It is likely that the September 22nd check will be higher than future payouts because it will include retroactive pay from last month's paychecks.

Please note: The CTE Schedule will not be changed over on 9/22 as we are working through placement details with the district. We expect the CTE Schedule to be ready by the 10/7 paycheck.

CEA SSP & Special Educator Solidarity Roundtable on Saturday September 17th from 10:00 am - 11:30 am

Across the state, educators are carrying greater workloads with less time to support our students. The impacts of the pandemic only exacerbated an already looming problem. With increasing staffing shortages, how can we push the educational systems to adapt and bring the focus back to our students and their services? This roundtable will bring SSPs and Special Educators together from across the state to share solutions and hope for a more sustainable future in this profession. Please [register](#) to receive event reminders, including Zoom meeting info, in advance of the meeting.

Were you a Non-Probationary teacher in another US public school district last year or were you non-probationary in DPS before moving to a DPS innovation school? Transfer your Non-Probationary Status now!

Why is having non-probationary status important?

State law says Probationary teachers can be non-renewed (laid off), for no reason as long as it is not illegal (such as discrimination). If a Probationary Teacher's job is cut, the district owes them no help in finding another position. A Non-Probationary teacher in good standing can only lose their position because the school had to reduce positions – not just because administration would prefer someone else. The district owes a Non-Probationary teacher a 12 month placement if he/she is unable to find a new position on his/her own. Probationary teachers must get three consecutive years of effective ratings and return to the same district for the 4th year in order to gain non-probationary status.

Innovation Schools

Even if you've accepted a job at an innovation school, you should port your Non-Probationary Status. Some innovation schools recognize Non-Probationary Status, some do not. However, even if your school doesn't recognize your status, the district will put a hold on your Non-Probationary Status in the event you transfer jobs to a traditional DPS school at which it *will* be recognized. We are currently waiting to hear how the district will update records.

Questions: Call the DCTA Hotline for advice 303-243-5221

UniServ Director Assignments

As many are aware, the Denver UniServ Unit hired three new UniServ Directors to support educators throughout the city. We are also excited to announce that Kate Martin will be taking on a UD support role as Lead UniServ Director. Because of the new

staffing/role changes, UniServ Director's school and department assignments may have also changed. Please [click here](#) to see which UniServ Director is assigned to your school or department.

Wear RED in Solidarity with DAEOP and ABGW Tomorrow

Tomorrow September 14, The Denver Association for Educational Office Professionals (DAEOP) and the Association for Building, Grounds and Warehouse Workers (ABGW) will return to the bargaining table and continue to fight for pay increases. DAEOP will be joined by a federal mediator who will help them reach a tentative agreement with the district. **Wear RED tomorrow to show solidarity with our union siblings!**

Know Your Contract - School Leadership Teams

5-5-1 Each school will have a School Leadership Team (SLT) consisting of the principal, the association representative, a teacher appointed by the principal, and a minimum of 3 teacher representatives who should represent a cross section of the faculty including grade levels, specials, department chairs and special service providers. These (SLT) members are elected annually by a majority of the faculty voting by secret ballot. The SLT will seek to operate in an environment marked by mutual support and respect.

5-5-2 The SLT will strive to make decisions by consensus. A consensus is either a unanimous decision or a majority decision that the entire SLT, including the dissenters, will support. If consensus cannot be reached, the matter shall be referred to the Instructional Superintendent who shall consult with the Association prior to making a decision. The Instructional Superintendent will review and consider any information provided by members of the SLT.

[Full Contract Language](#)



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