

Memorandum of Understanding
Between
School District #1, Denver Public Schools
And
Denver Classroom Teachers Association

Junior Reserve Officer Training Corps (JROTC) Instructors (Beginning August 1, 2019)

With the inclusion of JROTC instructors in Master Agreement, it is important to recognize, the unique differences JROTC instructors have in relation to other classroom teachers and Specialized Service Providers. At this time, it appears there are five major distinctions that should be recognized: hiring and licensing; salary; work year; instructor evaluations; and decertification/dismissal.

This MOU shall replace all previously negotiated MOUs regarding JROTC Instructors.

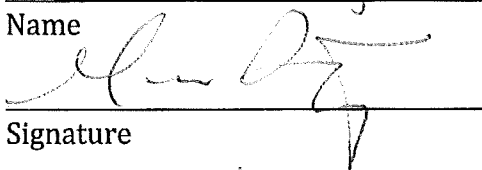
1. **Hiring and licensing.** JROTC instructors must be retired members of the armed forces. For Denver Public Schools, all the JROTC programs are Army programs and therefore all Denver JROTC instructors must be retired Army personnel. A retired member of the Army must apply and be certified by U.S. Army Headquarters, Cadet Command prior to applying for a JROTC position. This procedure includes an application process and an interview by a trained and certified interviewer. The application and interview are evaluated at Cadet Command and if the candidate is considered to have the attributes required of a JROTC instructor, they are provided a document of certification. Once an individual is certified, they may apply to any JROTC opening nationwide. The School Board is the true hiring official. Once a position is offered, the individual applies to the Colorado Department of Education (CDE) for either a License or Authorization.
2. **Compensation.**
 - a. **Minimum Instructor Pay:** The salary of the JROTC instructors is unique and has some key differences from to salary schedule agreed to by DPS and DCTA. The JROTC instructor salary is determined by Cadet Command for each instructor based on their rank, years in service and retired pay. The Army informs the District each year what this salary is and the Army pays one half of the amount determined for salary and the District pays one half. As a part of the Minimum Pay calculated every year, JROTC instructors will receive the Army Cost of Living Adjustment (COLA) and not the DPS COLA. This combination of Army pay and District pay is called Minimum Instructor Pay or MIP.
 - b. **Annual Premium:** Each year for the remainder of the 2017-2022 Financial Agreement, the District will calculate and pay a premium on top of the MIP. The

MIP will be multiplied by 1.035 and that will be the salary received before any ProComp incentives earned are added in.


- c. **Increase for Successful Evaluation:** JROTC instructors shall receive a one percent (1%) increase to the MIP following each successful annual evaluation. This increase is paid for by the District.
 - d. **ProComp Incentives:**
 - i. JROTC Instructors shall be eligible for all incentives under Article 30-3 of the Master Agreement.
 - ii. Because JROTC instructors are not placed on the steps-and-lanes schedule in Article 30, lane movement is not possible. Therefore, JROTC instructors shall be eligible for the \$2,000 longevity base increase as described in Article 30-2-2-1.
 - iii. JROTC instructors are also eligible to receive one \$2,000 base increase for attaining a qualifying advanced degree.
 - iv. JROTC instructors shall receive \$1,000 in non-base pay for each PDU completed. JROTC instructors may complete up to two (2) PDUs per year.
 - v. JROTC instructors that facilitate PDUs will be paid a flat \$1500 stipend per PDU.
 - e. JROTC instructors will receive a benefit allowance and other benefits at the same level as all other DCTA covered employees receive.
3. **Work Year.** The work year for JROTC instructors includes the regular school calendar year plus additional days as designated by the DAI (Director of Army Instruction).
 4. **Instructor Evaluations.** At a minimum, JROTC instructors are required to be evaluated on an annual basis. Instructors nationwide, have an appraisal form that incorporates school district officials and military officials. Annual evaluations for JROTC instructors shall be conducted on this US Army appraisal form (CCR 214-R). The appraisal form used for instructors provides for an evaluation of all their aspects, school district and military. Army Instructors (AI) shall be rated by the Senior Army Instructor (SAI) and senior rated by the principal. Senior Army instructors shall be rated by the principal, and senior rated by the Director of Army Instruction (DAI). A successful evaluation, for purposes of the compensation increase described above, shall be defined as a score of "E" or above for the purpose of this article.
 5. **Decertification/Dismissal.** If the US Army decertifies the instructor or withdraws approval for the instructor, the instructor's employment with the District shall be immediately and automatically terminated. Please refer to AR 145-2. For dismissal rights of JROTC instructors, please see Board Policy GDQD and GDQD-R.

(JROTC MOU Continued)

Denver Public Schools:

Michelle Berge
Name

Signature
04.25.2019
Date

Denver Classroom Teachers Association

Henry Roman
Name

Signature
04-23-19
Date

