



Summary of Changes in DCTA Master Agreement

Below is a summary of changes to the DCTA Master Agreement as a result of the 2017 negotiations. This summary is not a representation of all changes made to the Agreement but rather an overview of major changes made that will affect DCTA members. The full Tentative Agreements can be read on our website at: www.denverteacher.org/resources

Article 4:

- The Contract length is 5 years (September 1, 2017 through August 31, 2022)

Article 5:

- SLT
 - Members of the SLT can submit info to the IS for consideration when the committee fails to reach consensus
 - SLT will assure equitable impact when designing a contingency plan for lack of substitute teachers, and will work to ensure that teachers are not pulled from their own teaching responsibilities to cover another
 - The SLT will develop a process to excuse teachers from irrelevant PD and replace it with PD that is relevant for that teacher or group of teachers.
- School Closures
 - SPF: the District will make available changes to the SPF prior to the beginning of the school year and will meet with the Association to discuss proposed changes
- The Association will have 1 representative on Bond and Mill Levy Oversight Committees

Article 8:

- Teachers will only be required to attend PD beyond the contract year if it is relevant to their position
- Planning Time
 - Passing periods are not part of a teacher's planning time
 - Classroom transitions are not part of a teacher's planning time
 - The 10 minutes immediately before or after school are not part of a teacher's planning time
 - Non-teaching duty will not reduce self-directed planning time
 - Teachers will receive an extra planning day beginning next school year
- The Association will have 1 representative on Bond and Mill Levy Oversight Committees
- Teaching Loads
 - The Association and District will work together to increase state funding to decrease class size
 - The Principal will report to the CSC the number of students in each class
 - The District will provide the Association with information on class size

Article 10:

- Teachers not on a performance improvement plan will not receive more than 1 full, scored observation in a school week
- After a full observation, a teacher will not receive another scored observation until she/he gets feedback on the prior full observation
- Redress and appeals process are now in the contract
- DCTA and Association will form a joint committee, with equal members to review and revise teacher the evaluation process
- SSPs will have at least one seat on this committee

Article 12:

- The District will provide, wherever available, grade- and subject-appropriate Spanish-language core content materials comparable to the English-language content materials
- New language requiring the District to work to provide sufficient instructional materials for special education teacher
- DCTA will have one member on District curriculum committees

Article 16:

- District will reimburse up to \$250 per incident for personal lost or damaged property

Article 18:

- Each school is now required to have a detailed discipline plan. Principal, working with the SLT, will submit school's discipline plan yearly to CSC and faculty for review
- Discipline plans will be presented to staff yearly, at the beginning of each school year
- Discipline plans must include:
 - Restorative practices with meaningful training and support for teachers made available
 - Identified Tier 1, 2, and 3 support components
 - Descriptions of roles and responsibilities of different staff members in enacting the plan

Article 21:

- Teachers will begin each school year with 3 front-loaded sick days to use
- All new teachers will automatically be enrolled in sick bank and have option to opt out
- Teachers are not required to use personal days before using sick bank
- DCTA and DPS will convene a joint committee to explore creating paid parental leave

Article 28:

- Principals should respect a reasonable request from a teacher to not cover a classroom due to lack of subs.
- If a teacher must cover a class, the principal will work with the teacher to address challenges created by the assignment

Article 30:

- The District shall provide an HMO plan for at least the first 3 years of this Agreement
- Benefits Board now has proportional representation of each employee group
- Those who take health insurance through DPS that includes dependent care will receive a reduction in premiums of \$100/month, beginning next school year

New Article – SSPs and the Whole Child:

- DCTA, DPS, and community members will create a joint taskforce to determine the best practices with issues regarding the Whole Child
- SSPs
 - All SSPs will be on annual contracts (previous contracts were “at will”)
 - SSPs who have been employed by DPS for 3 or more years can only be terminated during the school year for just cause
 - All SSP jobs that are posted will state if the job is school-based or centrally-based

Innovation MOU:

- Voting procedures for innovation schools are now codified in a Memorandum of Understanding

Financial Agreement:

- Salary Increases
 - Year 1: All teachers/SSPs receive \$1400 as an increase to their base (beginning September 2017)
 - Years 2 and 3: All teachers receive an increase to their base equal to CPI minus 0.76%. Additionally, teachers will also receive step and lane increases or longevity, as usual
- Title 1 Incentive
 - All teachers who are in Title 1 schools who do not receive the ProComp Hard-to-Serve Incentive will receive a Title 1 Incentive of \$1500. This includes teachers on the traditional salary schedule
- Extra Duty Pay
 - All extra duty rates will increase by the same percentage as base increases each year.

