

**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 that stay through the end of the 2016-2017 school year shall receive \$1000 prorated by FTE status, and teachers and SSPs who are reduced during the February 2018 staffing cycle, pursuant to Article 13-10 – Reduction in Building Staff, are eligible for a \$3000 retention bonus, subject to the conditions set forth below:

- 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.
- Bonuses will be paid at the end of the 2016/2017 and 2017/2018 school year, respectively (June 2018).

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

For Gilpin Montessori:

Teachers and SSPs who remain at Gilpin Montessori, pursuant to Article 13-10 – Reduction in Building Staff, are eligible for a \$1000 retention bonus, subject to the conditions set forth below:

- 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.
- Bonuses will be paid at the end of the 2016/2017 ~~and 2017/2018 school year, respectively~~ (June ~~2018~~ 2017).

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

DCTA Representative

Name: _____

Signature: _____

Date: _____

DPS District 1 Representative

Name: _____

Signature: _____

Date: _____