

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

**THREE-YEAR FINANCIAL AGREEMENT**

Denver Public Schools and the Denver Classroom Teachers Association agree to the following:

**Terms Applicable to All Three Years**

1. Title I Incentive:
  - a. Any teacher or SSP in a school designated Title I, who is not currently receiving the Hard-to-Serve incentive (whether currently in ProComp or not) will receive 3.6% of the ProComp index, which currently equates to \$1,500 a year from the ProComp Trust. The amount will increase consistent with the ProComp index. The Parties agree to amend the terms of the ProComp Trust and/or ProComp Agreement in order to effectuate the terms of this Agreement.
  - b. Rules set by the ProComp Transition Team regarding the Hard-to-Serve incentive will apply equally to current Hard-to-Serve recipients and teachers receiving the new Title I incentive.
2. The financial terms of this Agreement will remain in effect until August 31, 2020. While it is the intent of the parties that the economic provisions in this Agreement shall remain in full force and effect during its term, in order to comply with the provisions of the TABOR Amendment and § 22-32-110(5) C.R.S., the provisions of the Agreement relating to benefits may be reopened by the District in connection with its annual adoption of its budget.
3. For 2020-21 and 2021-22, the parties will negotiate the financial terms at that time consistent with Article 6.

**Terms of the 2017-18 Financial Agreement**

1. For the 2017-18 school year, each Teacher and Specialized Service Provider's (SSP) base salary will be increased by \$1,400. A 2.5% increase will be applied to all the schedules in Article 32.

2. There shall be one additional non-student contact workday added to the District annual calendar starting in 2018-19 for a total of 187 workdays. Half of the day will be SLT-directed; the other half of the day will be self-directed. The District gives notice, consistent with the parties' June 5, 2014 Financial Agreement, that one of the days on the District calendar will be converted from a non-student-contact day to a student-contact day during the 2018-19 school year.
3. For the 2017-18 school year, Teachers and SSPs on the traditional salary schedule shall receive steps/lanes/longevity.
4. For the 2017-18 school year, Teachers and SSPs in ProComp shall be eligible to earn ProComp base-building incentives (Professional Evaluation/PDU/Advanced Degrees/National Board Licenses) in accordance with the ProComp Agreement, with the following modifications to the ProComp Agreement:
  - a. Consistent with the parties' 2016 agreement, the Professional Evaluation and SGO/SLO ProComp incentives will continue to be combined into one Professional Evaluation ProComp incentive. Teachers and SSPs are eligible for the Professional Evaluation Incentive if they receive a final Approaching, Effective, or Distinguished end-of-year rating on their LEAP or SSP GPS evaluations (or equivalent rating on other system for evaluating teachers).
  - b. A Teacher or SSP with fourteen years or less of credited service who earns the Incentive shall receive a base-building increase equivalent to 2% of the ProComp index. A Teacher or SSP with more than fourteen years of credited service who earns the Incentive shall receive a base-building increase equivalent to 1% of the ProComp index.
5. Benefits:
  - a. For the 2017-18 benefits year, Teachers and SSPs will continue to receive a monthly benefits allowance of \$422.17/month ("Benefits Credit"). Effective July 1, 2018 Teachers and SSPs will receive a Benefits Credit consistent with Article 30 of the Master Agreement.
  - b. Consistent with Article 30, for the benefits year beginning July 1, 2018, the District will increase the current subsidies on premiums for Employee Plus Children and Family coverage by at least \$1,200/year (\$100/month). This is in addition to the subsidy referenced below in paragraph 5.c.iii.
  - c. Additional subsidies will be paid out in accordance with the requirements set by the Benefits Board, which are set forth in the Benefits Enrollment Guide. These subsidies include:
    - i. \$550/year that will be allocated as follows:

1. For employees who select an HMO plan, this amount is used to decrease the monthly premium costs; or
  2. For employees who select a high-deductible plan, this amount is deposited (\$45.83/month) into the employee's Health Savings Account (HSA).
- ii. \$200/year for employees who stay up to date on preventative screenings and complete an online Health Risk Assessment, paid as follows:
    1. For employees who select an HMO plan, this amount is paid out in the employee's paycheck; or
    2. For employees who select a high-deductible plan, this amount is deposited into the employee's HSA.
  - iii. \$750/year (\$62.50/month) used to decrease the premiums for Employee Plus Children and Family coverage plans.
6. For the 2017-18 school year, the District will pay the total SAED employee contribution to PERA, including a 0.5% increase to SAED.

**Terms of the 2018-19 and 2019-20 Financial Agreement**

1. For the 2018-19 and 2019-20 school years, Teachers and SSPs will receive a salary increase equal to the Denver-Boulder-Greeley CPI used in the calculation of the School Finance Act minus 0.76%, plus the increase for steps/lanes/longevity. If CPI is less than 0.76%, steps/lanes/longevity will not be reduced. All the schedules in Article 32 shall increase by CPI minus 0.76%.
2. For the 2018-19 and 2019-20 school years, Teachers and SSPs in ProComp shall be eligible to earn ProComp incentives consistent with any then-current terms of the parties' ProComp Agreement.
3. Benefits:
  - a. For the 2018-19 and 2019-20 benefits years, Teachers and SSPs will receive the monthly \$422.17/month Benefits Credit, consistent with Article 30.
  - b. Subsidies will be paid out in accordance with the requirements set by the Benefits Board, which are set forth in the Benefits Enrollment Guide. These subsidies include:
    - i. At least \$550/year that will be allocated as follows:
      1. For employees who select an HMO plan, this amount is used to decrease the monthly premium costs; or

- 2. For employees who select a high-deductible plan, this amount is deposited (\$45.83/month) into the employee's Health Savings Account (HSA).
- ii. At least \$200/year for employees who stay up to date on preventative screenings and complete an online Health Risk Assessment, paid as follows:
  - 1. For employees who select an HMO plan, this amount is paid out in the employee's paycheck; or
  - 2. For employees who select a high-deductible plan, this amount is deposited into the employee's HSA.
- iii. At least \$1,950/year (\$162.50/month) used to decrease the premiums for Employee Plus Children and Family coverage plans.
- 4. For the 2018-19 and 2019-20 school years, the District will pay the total SAED employee contribution to PERA that are currently set forth in the existing statute.

Denver Public Schools:

Signatures on File \_\_\_\_\_

Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Denver Classroom Teachers Association

Signatures on File \_\_\_\_\_

Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date