

- (3) Regular experience steps shall be granted September 1, 2005. An additional step shall be granted for those individuals that were employed by the District in 2002-03 and still employed by the District as of September 1, 2005. This additional step shall be effective July 1, 2005, though not paid until after the effective date of the contract.
- (4) Longevity increments shall be granted September 1, 2005. An additional longevity credit shall be granted for those individuals that were employed by the District in 2002-03 and still employed by the District as of September 1, 2005.

The salary schedule below shall be effective September 1, 2005.

	<u>BA</u>	<u>BA+30</u>	<u>BA+60 / M.A.</u>	<u>MA+30</u>	<u>MA+60</u>	<u>DOCTORATE</u>
TIR	\$31,633		\$32,097			
Step 1	\$33,301	\$33,545	\$33,789	\$34,898	\$37,222	\$39,561
Step 2	\$33,551	\$33,867	\$34,181	\$36,585	\$39,014	\$41,459
Step 3	\$33,645	\$34,082	\$35,540	\$38,065	\$40,601	\$43,156
Step 4	\$33,815	\$34,266	\$36,868	\$39,515	\$42,162	\$44,821
Step 5	\$34,123	\$35,688	\$38,434	\$41,178	\$43,940	\$46,714
Step 6	\$34,328	\$37,205	\$40,068	\$42,919	\$45,794	\$48,701
Step 7	\$35,775	\$38,783	\$41,750	\$44,759	\$47,730	\$50,793
Step 8	\$37,281	\$40,393	\$43,518	\$46,659	\$49,767	\$52,973
Step 9	\$38,841	\$42,126	\$45,373	\$48,646	\$51,945	\$55,249
Step 10	\$40,493	\$43,916	\$47,329	\$50,749	\$54,156	\$57,628
Step 11	\$42,202	\$45,754	\$49,331	\$52,882	\$56,481	\$60,116
Step 12	\$44,002	\$47,709	\$51,453	\$55,204	\$58,917	\$62,703
Step 13	\$46,251	\$50,152	\$54,185	\$57,952	\$61,872	\$65,818

- 31-2 Teachers in Residence (TIR) newly hired by the District for the 2002-2003 school year and thereafter, will be placed on the appropriate TIR step of the salary schedule. Teachers in Residence will remain on the TIR step until they receive a Colorado teacher license. Except for the provisions of Article 31-1-(3), when Teachers in Residence receive a Colorado teacher license, they will be advanced immediately to the appropriate educational column and the experience step commensurate with their experience with the District and approved outside experience.
- 31-3 Salary Schedule Placement and Advancement. Teachers shall be placed and advanced on the salary schedule based on their experience in teaching and level of education in accordance with Board policy. Before the Board makes any change to existing policies regarding placement and advancement, the Association must be notified and given opportunity to discuss any proposed changes with the Board. Guidelines for placement and advancement will be provided to the Association, posted, and provided to any teacher who requests it. Changes made during the year must be distributed to the Association, posted, and provided to any teacher who requests it within thirty (30) days following adoption by the Board.
- 31-4 Education Increments. Teachers shall receive education increments on the next scheduled payday that is at least twenty-five (25) days after the teacher has submitted all required transcripts and necessary paperwork to the Department of Human Resources.
- 31-4-1 Teachers may elect to earn credit for District in-service at the rate of fifteen (15) hours contact time for one hour of semester credit, which may be used for advancement on the salary schedule to any educational column. Should compensation for in-service be required as otherwise described in this Agreement, the teacher may elect to earn credit in lieu of pay.
- 31-5 Longevity Increments. Longevity increments are awarded after the completion of fifteen (15) years of Denver Public Schools experience and each five-year period thereafter. Payment of longevity increments shall be the next month following the employee's anniversary date.
- 31-5-1 Effective September 1, 2004, the value of each longevity increment reflects an increase of 1.0%. For each teacher this means that of the longevity increments earned prior to September 1, 2002, the most recent one earned will be valued at \$1,275 and all prior longevity increments will be valued at \$741. The value of each longevity increment earned on or after September 1, 2002 will be \$1,275.
- 31-6 Compensation of Newly Hired Teachers. Teachers newly hired by the District will be paid for up to thirty (30) hours of orientation days under Article 8-1-1. Such payment will be based on the teacher in-service education rate.

- 31-6-1 The District shall seek advice from the Association in the development of new teacher pre-service, induction and in-service programs.
- 31-6-2 All teachers required to participate in the Induction Program will be paid at the in-service rate specified in Article 32.
- 31-6-3 In lieu of in-service pay, teachers may elect to earn credit for District in-service at the rate of fifteen (15) hours contact time for one (1) hour of semester credit, which may be used for advancement on the salary schedule to any educational column.
- 31-7 Incentives for National Board Certification.
- 31-7-1 The District will support up to five (5) candidates for National Board Certification with a grant of \$1,000 each. The Association will support up to five (5) candidates for National Board Certification who are members of the Association with a grant of \$500 each.
- 31-7-2 Teachers who obtain National Board Certification and continue to hold valid certification shall be placed on the next higher education column. A teacher in the doctorate column shall receive an additional 7% increase to his/her annual salary.
- 31-8 Market Incentives for English Language Acquisition – Spanish (ELA-S) Teachers. The District shall pay market incentives to qualified teachers who serve in English Language Acquisition – Spanish (ELA-S) assignments. Beginning with the completion of the 2002-03 school year, teachers will be paid the incentive on their July check.
- 31-8-1 Effective September 1, 2003, teachers who have successfully completed the Spanish Language Proficiency Test or any other District approved assessment will be considered qualified.
- 31-8-2 On completion of one (1) full year of teaching in an ELA-S assignment, a teacher will receive a five hundred dollar (\$500) incentive.
- 31-8-3 On completion of two (2) or more years of service in an ELA-S assignment, a teacher will receive an eight hundred dollar (\$800) incentive for additional service. Teachers will not need to serve in consecutive years to receive the increased incentive.
- 31-9 Freezing Teacher Compensation for Unsatisfactory Performance. Any teacher who received an unsatisfactory performance appraisal and is on a Remediation Plan is not eligible for and will not receive an experience increment. All other teachers who receive an unsatisfactory performance appraisal and are on a Remediation Plan will not receive the scheduled cost of living adjustment. It