

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

2016-17 DCTA—DPS FINANCIAL AGREEMENT

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

1. In accordance with the Master Agreement and the ProComp Agreement, Teachers and specialized service providers (SSPs) on the master salary schedule shall receive steps/lanes/longevity in September 2016.
2. Teachers and specialized service providers in ProComp shall be eligible to earn ProComp base-building incentives (CPE/SLO/PDU/Advanced Degrees/National Board Licenses) in accordance with the ProComp Agreement, with the following modifications to the ProComp Agreement:
 - a. Teachers and SSPs who receive the CPE ProComp incentive will receive an increase in September 2016 equivalent to 1% of the 2015-16 ProComp index. Teachers and SSPs are eligible for the CPE incentive if they receive an official Approaching, Effective, or Distinguished end-of-year rating on their LEAP or SSP GPS evaluations for the 2015-16 school year.
 - b. Teachers and SSPs who receive the SLO/SGO ProComp incentive will receive an increase in September 2016 equivalent to 1% of 2015-16 ProComp index. Teachers and SSPs are eligible for this base-building increase if they participated in the SLO process during the 2015-16 school year. For teachers, participation is defined as completing one Student Learning Objective in the 2015-16 school year and receiving a score for that SLO on the student growth portion of the LEAP end-of-year evaluation. SSPs are eligible for the SLO/SGO incentive if they complete two SLOs and they receive a score for those SLOs on their SSP GPS evaluation.
 - c. All other ProComp incentives paid during the 2016-17 school year will be paid based on the 2015-16 ProComp index.
3. For the 2016-17 school year, the District will contribute \$45.83 per month (\$550/year) to the Health Savings Accounts of teachers and SSPs who are enrolled in a District health plan. The District will contribute an additional \$200 to the

Health Savings Accounts of teachers and SSPs who stay up to date on preventative screenings and complete an online Health Risk Assessment. These subsidies shall be paid out in accordance with the requirements set by the Benefits Board, which are set forth in the Benefits Enrollment Guide.

4. For the 2016-17 school year, the District will subsidize \$62.50 a month toward the health care premiums for any teacher or SSP who is enrolled in a District health care plan that includes coverage for the teacher or SSP's child or children.
5. For the 2016-17 school year, the District will continue to pay the total SAED employee contribution to PERA, including a 0.5% increase to SAED.
6. In exchange for making the ProComp amendments described below and future negotiated amendments that may be necessary in the next two years to ensure the long-term financial viability of the ProComp Trust funds, the District agrees that, if the 2016 mill levy is approved by the voters, a 1.1% increase will be applied to the traditional and ProComp salary schedules. The increase will be effective August 1, 2016 and paid starting on December 31, 2016. On December 31, 2016, the District will pay each teacher/SSP the lump sum value of the retroactive pay increase from August 1, 2016 to December 31, 2016.

AGREEMENTS REGARDING PROCOMP

The Parties also agree to the following modifications to the ProComp Agreement.

1. Starting with the 2015-16 school year and continuing until DPS and DCTA negotiate the ProComp 3.0 Agreement, the Exceeds Expectation incentive will not be paid.
2. Starting with the 2015-16 school year (for fall 2016 payout) and continuing until DPS and DCTA negotiate the ProComp 3.0 Agreement, the Top Performing and High Growth incentives shall be combined into one incentive. The ProComp Transition Team shall work with the Department of Accountability, Research, and Evaluation (ARE) to develop a methodology to identify schools that are eligible for the combined incentive. In order to assure the long-term stability of the ProComp Trust balance, the budget for the combined incentive shall set based on the amount necessary to achieve the decrease in trust fund expenditures recommended by the ProComp Trust Board. The value of the incentive for a 1.0FTE teacher shall be set by the Transition Team by dividing the budget for the incentive by the number of FTE who will be paid the incentive.
3. The ProComp Agreement will be extended through December 31, 2017. The Parties agree to continue discussions regarding revisions to ProComp 3.0 during the 2016-17 school year through the ProComp Exploratory Committee.

Denver Public Schools:

Susana Cordova

Name

Susana Cordova

Signature

06/07/16

Date

Denver Classroom Teachers Association

Henry Roman

Name

Henry Roman

Signature

06-07-2016

Date