

Memorandum of Understanding
Between
School District #1, Denver Public Schools
and
Denver Classroom Teacher Association

June 5, 2014

DCTA –DPS Financial Agreement

In addition to the compensation agreed to in the 2008-2011 Collective Bargaining Agreement, as well as the 2012 Supplement, pursuant to the 2012 Supplement and as a result of an increase in Total Program Funding the Parties have negotiated and agree to the following:

TERMS OF THE 2014-15 FINANCIAL SETTLEMENT:

1. In 2014-15, an additional 1.2% increase will be applied to the Salary Schedule or the ProComp Index, all schedules in article 32 and the benefit allowance identified in 30-1-1. This additional compensation is being provided as full and total compensation to teachers for two additional workdays to be added to the District annual calendar as described below:
 - a. In 2014-15, an additional day will be added to the calendar, for a total of 185 workdays. The August 18, 2014 professional development day shall be the additional workday for 2014-15.
 - b. In 2015-16, a second day shall be added to the district calendar, for a total of 186 workdays. One day will be school directed and one day will be a student contact day.

- c. In 2016-17 and going forward, both days will be designated as student contact days. The district shall have the option for 2016-17 to convert one day to a school directed day, if needed.
2. The SGO ProComp Incentive will be awarded during the 2014-15 school year only, based upon participation in the SLO district wide pilot. DPS and DCTA will jointly develop and agree upon a participation rubric prior to August 18, 2014. In the event no agreement is reached by this date, the standard SGO process will be in effect for the 2014-15 school year.
3. For the 2014-15 school year, the district shall provide a total annual health benefit subsidy of \$750 (to be paid in monthly installments) for any teacher participating in a DPS medical plan. In addition, DPS shall match the first \$250.00 contributed to a Health Savings Account (HSA) by any teacher participating in a DPS health plan for 2013-2014 who selects a DPS health plan with an HSA for 2014-15.

TERMS OF THE 2015-16 FINANCIAL SETTLEMENT:


4. In 2015-16, teachers will receive steps/lanes/longevity, as well as a COLA equal to the Denver-Boulder-Greeley 2015 CPI, applied to the Salary Schedule or the ProComp Index and all schedules in article 32. In addition, the District will pay the total SAED contribution to PERA.
5. For the 2015-16 school year, the district shall provide a total annual health benefit subsidy of \$750 (to be paid in monthly installments) for any teacher participating in a DPS medical plan. In addition, DPS shall match the first \$250.00 contributed to a Health Savings Account (HSA) for each teacher who converts from a DPS HMO health plan in 2014-15 to a DPS health plan with an HSA for 2015-16.

OTHER AGREEMENTS

10. DPS and DCTA shall develop a joint taskforce to study issues relating to the use of teacher time. DPS and DCTA shall jointly agree by August 31, 2014, to a plan to determine membership of the taskforce, timeline and scope of work.

11. The financial terms of the agreement will be in affect through August 31, 2016. While it is the intent of the parties that the economic provisions of this agreement shall remain in full force and effect during its term, the provisions of the agreement relating to salaries and benefits may be reopened by the District in compliance with the provisions of the TABOR Amendment and C.R.S. § 22-32-110(5).

DCTA Representative

By: 

DPS District 1 Representative

By: 