

Memorandum of Understanding

Between

School District #1 the Denver Public Schools

and the

Denver Classroom Teachers Association

May 20, 2010

Based on the current economic conditions and in connection with the adoption of its annual budget, DPS and DCTA have agreed to the following modifications of the DPS/DCTA Agreement:

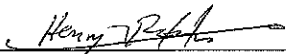
- There will be no COLA in either year.
- In the first year of the Agreement, teachers on the master salary schedule will be paid steps/lanes/longevity in January 2011, as salary building elements.
- Lanes submitted between January 1, 2011 and before September 1, 2011 will be paid in January, June and September 2011.
- Any new steps/lanes/longevity will be frozen through August 31, 2012.
- The teachers in ProComp will be paid:
 - Full base-building incentives for receipt of a satisfactory Comprehensive Professional Evaluation (CPE).
 - All other basebuilding incentives (i.e., PDU, Advanced Degrees/Licenses/Certificates, SGOs (if two objectives are met)) earned during the 2009/10 school year to be paid in January 2011.
 - In addition, advanced degrees/licenses/certificates submitted after January 1, 2011 and prior to September 1, 2011 to be paid upon approval through September 2011. No new incentives for advanced degrees/licenses/certificates will be paid through August 31, 2012.
 - PDUs and SGOs earned during the 2010-11 school year to be paid as non-basebuilding incentives beginning in January 2012. For teachers who complete 14 credited years of service before September 1, 2012, PDUs and SGOs (if 2 objectives met) paid as stipends will be converted to basebuilding increases in 2012-2013. The parties agree that similar steps will be taken in future years to ensure that all teachers will be eligible for 14 years of PDU basebuilding.

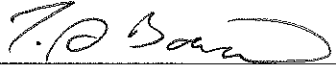
- Full amount of any non-basebuilding incentives earned in 2010/11 and 2011/12.
- Teachers who retire from the District, or leave the bargaining unit to assume a new assignment with the District, will be eligible to receive ProComp incentives earned in the prior year as a lump sum payment. Lump sum payment will be pensionable for retirees, subject to PERA rules.
- For 2010/11 and 2011/12, the parties agree by MOU that the five district early release days and one half day of teacher planning time before Spring break will be replaced by one full student contact day and two SLT-directed non-student contact professional development days. The parties agree to seek to add additional paid days in the future and that at least the first two such added days will be student contact days.
- The District will pay the total amount of the PERA SAED contribution for employees required under state law for 2010-11 and 2011-12.
- District will continue the benefits subsidy at \$504/year in 2010-11 and 2011-12.
- Amend Schedule 10 of Article 32-4-1 to: "Denver School of the Arts and Kunsmiller School of the Arts performing arts, music and design technology arts staff, stipends."
- The financial terms of the Agreement will be in effect through August 31, 2012. While it is the intent of the parties that the economic provisions in this agreement shall remain in force and effect during its term, in order to comply with the provisions of the TABOR Amendment and S22-32-11(5), C.R.S., the provisions of the Agreement relating to salaries and benefits may be reopened by the District in connection with its annual adoption of its budget. Furthermore, the Agreement may be reopened by either party if the total amount of state funding received by the District for 2011-12 is at least 1.75% greater than the funding that the District would be entitled to under the Amendment 23 school funding provisions of state law.
- The Master Agreement and applicable MOUs will be extended through August 31, 2012, except for Articles 13-19, 13-20 and any other provisions related to direct placement, which will expire on January 15, 2011, and Article 20 and any other provisions related to reductions in force, which shall expire on February 15, 2012. The parties agree to negotiate in good faith appropriate changes to these articles to implement systems of mutual consent and reductions in force as set forth in Senate Bill 191 by January 15, 2011 and February 15, 2012, respectively. Nonprobationary teachers who are currently on the 2009-2010 RIB list will be placed in assignments according to the process currently contained in Article 13 unless prohibited by SB 191.

- In implementing the Gates grant, the parties also agree to pilot changes to Article 10 for one year in numerous schools during the 2011/12 school year and shall collaborate in good faith to design such pilots. For those schools not participating in such pilots in the 2011/12 school year, Article 10, shall remain in effect. Finally, in order to implement the changes to Articles 10, 13 and 20, either party may request negotiations to alter related provisions of the Master Agreement.
- Parties would agree to extend the reopening of negotiations around changes to ProComp until after October 1, 2011 and discuss any potential extensions of the opt-in process.

DCTA Representative

DPS Representative





Date 05-20-2010

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