Memorandum of Understanding
between
School District No. 1 in the
City and County of Denver, State of Colorado
and the
Denver Classroom Teacher Association

This Memorandum of Understanding ("MOU") is made by and between the Denver Public Schools ("DPS") and the Denver Classroom Teacher Association ("DCTA"). In support thereof, DPS and DCTA (collectively the "Parties") state:

Individuals hired as Associate Teachers will be subject to the following employment conditions:

1. Associate Teachers shall be teachers in their first year of employment with the District who perform teaching responsibilities for at least 50% of the workday and participate in teacher development activities as assigned by the Associate Teacher's supervisor the remaining time.
2. Associate Teachers shall not be placed on the salary schedule outlined in the Parties' collective bargaining agreements. Associate Teachers will receive an annual starting salary of $40,000 **plus a cost-of-living adjustment (COLA) for the 2020-21 school year equivalent to Denver-Aurora-Lakewood Consumer Price Index (CPI) in the calculation of the School Finance Act of CPI. The COLA will be paid as a flat amount which is calculated by multiplying the average base salary by CPI.**
3. Associate Teachers will receive the full negotiated benefit allowance in accordance with Article 26-1 of the DCTA Agreement.
4. Associate Teachers will receive all applicable incentives outlined in the Parties' collective bargaining agreements.
5. Associate Teachers shall receive a LEAP evaluation, which shall count as one year toward non-probationary status if the Associate Teacher receives a score of "effective" or better.
6. Associate Teachers will be subject to contract non-renewal unless they obtain a mutual consent teaching position for the school year following their Associate Teaching year.
7. Associate Teachers who obtain a mutual-consent teaching position for the school year following their Associate Teaching year will be placed on the applicable step and lane on the salary schedule based on years of experience and education as outlined in the Parties' collective bargaining agreement.

The Parties agree that there will be a cap of twenty-five Associate Teachers in the 2020/2021 school year. This MOU shall expire after the 2020/2021 school year unless mutually extended by the Parties.

To memorialize this MOU, the Parties, by their duly authorized agents, have affixed their signatures to this MOU.

Denver Public Schools:

Name: _____

Date: 3/11/20

Denver Classroom Teacher Association:

Name: _____

Date: 3/10/20