

**Memorandum of Understanding  
Between  
The  
Denver Classroom Teachers Association  
And  
School District No. 1  
Denver Public Schools**

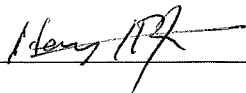
**Associate Teacher**

At the beginning of the 2019/2020 school year, the District and the Association agree to create the position of "Associate Teacher". Individuals hired as Associate Teachers will be subject to the following employment conditions:

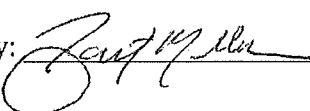
1. Associate Teachers shall be teachers in their first year of employment with the District who perform teaching responsibilities for at least 50% of the workday and participate in teacher developmental activities as assigned by the Associate Teacher's supervisor the remaining time.
2. Associate Teachers 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.
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 agreements.

The Parties agree that there will be a cap of twenty-five Associate Teachers in the 2019/2020 school year. This MOU shall expire after the 2019/2020 school year unless mutually extended by the parties.

**DCTA Representative**

By: 

**DPS District 1 Representative**

By:  4/17/19