

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

**MONTBELLO REUNIFICATION**

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”) agree to the following:

1. WHEREAS, in March 2020, in response to years of community advocacy and feedback from the Montbello community and the advocacy in the Reimagining Montbello process, the Superintendent along with Board members committed to unifying the existing communities of DCIS-Montbello, Noel Community Arts School and Collegiate Preparatory Academy and reimagine them as a large comprehensive Montbello High School as well as a feeder middle school in the year 2022-2023;
2. WHEREAS, on February 4, 2021, the DPS Board of Education of School District No. 1 approved that DCIS-Montbello, Noel Community Arts School and Collegiate Preparatory Academy will close at the end of the 2021-2022 school year;
3. WHEREAS, the DPS Board of Education of School District No. 1 further approved to open a new Montbello High School and a feeder middle school beginning in the 2022-2023 school year;
4. WHEREAS, the Parties understand the challenges facing our educators in schools subject to a closure, the importance of retaining teachers for the remainder of the 2021-2022 school year, and that the continued success of the Montbello community is dependent upon the sustained relationships between students, parents, and educators;
5. WHEREAS, the parties affirm that the Board resolution unifying the Montbello community is due to a structure and design reasons and is not a reflection on educator competency.
6. NOW, THEREFORE, the Parties agree as follows:
  - a. Throughout the design process of the new schools, the new Montbello High School and Montbello Middle School will post new positions as they become available. SY21-22 Teachers from DCIS-Montbello, Noel Community Arts School and Collegiate Preparatory Academy (collectively “Montbello Teachers”) will have first rights to interview for posted positions for which they apply and are qualified in the new schools during SY21-22. Montbello Teachers who applied and not secured a mutual consent position in the early hiring will continue have first rights to interview for new positions posted throughout SY21-22 at Montbello High School or Middle School for which they apply and are qualified.

- b. Effective from the date of execution of this MOU, the new Montbello High School and Montbello Middle School shall implement a Personnel Committee to select candidates for DCTA covered vacancies at the school building. The Personnel Committee will be composed of the principal, principal designee, three (3) teachers who volunteer to participate, and may have no more than three (3) student(s) appointed by the Principal. The Personnel Committee will make decisions by consensus, if possible. If the Personnel Committee is unable to reach a decision by consensus, the principal shall make an impasse decision.
  - i. A consensus decision is either unanimous or a majority decision that the entire committee (including dissenters) will support.
  - ii. The Personnel Committee may move forward with an interview and make a decision should a non-administrative committee member not attend the interview.
  - iii. The decision or results of the Personnel Committee shall not be grievable. The failure to comply with the procedure contained in this section is subject to grievance.
  - iv. Students who participate in the Personnel Committee will only have access to an applicant's resume, lesson plan and interview responses. The applicant's home address, email address, telephone number, and educational records will be redacted. Current student(s) from the same school as the applicant will not participate in the Personnel Committee for that applicant.
- c. Innovation Teachers
  - i. In cases where teacher:
    - 1. is employed at DCIS-Montbello, Noel Community Arts School and Collegiate Preparatory Academy for the SY21-22; and
    - 2. Has three (3) years of consecutive demonstrative effectiveness under LEAP since SY17-18; but
    - 3. Does not have non-probationary status by law or contract due to waivers included in their school's innovation plan; and
    - 4. is displaced from their mutual consent position following the SY21-22 and does not secure a mutual consent position for SY22-23.
  - ii. The impacted teacher will be placed into a one-school year teaching assignment, substitute assignment, or instructional support position, selected at the District's sole discretion, for SY22-23 while they attempt to secure a mutual consent assignment.
  - iii. If the impacted teacher does not secure a mutual consent assignment for the SY22-23 before May 1, 2022, the impacted teacher's employment contract will not continue into SY23-24; however, the impacted teacher will be immediately eligible for rehire.
  - iv. Consistent with the [Leading Effective Academic Practice \(LEAP\) section of the SY19-20 COVID-19 MOU](#), a "no rating" for the 2019-2020

school year shall not constitute a break in the number of consecutive years for demonstrated effectiveness.

- d. Teachers/SSPs at DCIS-Montbello, Noel Community Arts School and Collegiate Preparatory Academy may be eligible for a \$2,000 retention stipend based on the following conditions: Teachers/SSPs at DCIS-Montbello, Noel Community Arts School and Collegiate Preparatory Academy who secure a mutual consent position at the new Montbello Middle School and High School by July 31, 2021 will not be eligible to receive the above retention stipend in 7(d). These staff members will be eligible to receive up to a \$2,000 stipend for participation in the School Program & Facility Design Plan and/or Implementation Planning for the new Montbello Middle School and High School. \$1,000 will be paid on the October 22, 2021 paycheck for those teachers/SSPs who remain employed at their schools as of October 1, 2021; \$1,000 will be paid on the June 22, 2022 paycheck for those teachers/SSPs who remain employed at their schools as of the the last school day of the 2021-2022 school year.
- i. The stipend shall be prorated based on FTE status at their current school;
  - ii. Teachers/SSPs must be actively employed at their school prior to January 1, 2021 to be considered for the stipend;
  - iii. Teachers/SSPs who remain employed at their schools as of October 1, 2021 will eligible to receive \$1,000 on their October 22, 2021 paycheck;
  - iv. Teachers/SSPs who remain employed at the schools as of the last school day of the 2021-2022 school year will be eligible to receive the remaining \$1,000 stipend on their June 22, 2022 paycheck.
  - v. Individuals that receive a Not Meeting rating on LEAP or the equivalent rating on any other evaluation system will not be eligible for the stipend.

The MOU shall be non-precedential and shall expire at the end of the 2021-2022 school year.

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

Denver Classroom Teacher Association:

Denver Public Schools:

Name: *Robert Gould*

Name: 

Title: DCTA President

Title: Senior Director, HR

Date: 2/8/22

Date: 2/10/22