TENTATIVE AGREEMENT  
BETWEEN  
DENVER PUBLIC SCHOOLS  
AND  
DENVER CLASSROOM TEACHER ASSOCIATION

This Tentative Agreement (“TA”) is made by and between the Denver Public Schools (“DPS”) and the Denver Classroom Teacher Association (“DCTA”).

In connection with the annual adoption of the 2020-21 budget and pursuant to Article 6-3-1 of the DCTA Master Agreement, DPS and DCTA agree to the following changes to the 2020-21 Financial Agreement:

- All eligible educators under the DCTA bargaining agreement will receive a step increase effective August 1, 2020.
- Educators will be eligible for lane movement during the 2020-21 school year.
- For the 20-21 fiscal year, effective August 1, 2020, the District will provide a cost-of-living-adjustment (COLA) of 0.5%. If a mill levy is approved by the voters in November 2020, the District will provide an additional 0.5% COLA effective January 1, 2021.
- Effective school year 20-21, the parties agree to amend Article 8-1 of the Master Agreement and all other applicable agreement provisions to reflect that the contract year shall be one hundred eighty-six (186) days with no adjustment to the salary schedule. The reduction of the contract year will be a non-pupil contact day, with .5 self-directed and .5 professional planning days reduced.
- For the 20-21 school year, in addition to the 186-day contract year, educators shall attend a paid at per diem professional development day determined by the District to facilitate compliance with COVID-19 related public health measures.
- For the 20-21 school year, the District shall provide each educator a one-time stipend in October equivalent to 8 hours at the average DCTA bargaining unit member’s rate of pay for efforts related to necessary student support because of the COVID-19 pandemic.

Association Representative  
By: Tiffany Choi  
Printed Name: Tiffany Choi  
Title: DCTA President  
Date: June 18, 2020

District Representative  
By: Susana Cordova  
Printed Name: Susana Cordova  
Title: Superintendent, Denver Public Schools  
Date: June 18, 2021