

**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: 

Printed Name: Tiffany Choi

Title: DCTA President

Date: June 18, 2020

**District Representative**

By: 

Printed Name: Susana Cordova

Title: Superintendent, Denver Public Schools

Date: June 18, 2021