

**TENTATIVE AGREEMENT
BETWEEN
SCHOOL DISTRICT #1
DENVER PUBLIC SCHOOLS
AND
DENVER CLASSROOM TEACHERS ASSOCIATION**

Article 33 – Specialized Service Providers

The District and the Association recognize the valuable contribution that Specialized Service Providers (SSPs) bring to our schools and to improving student achievement. Therefore, the Board and the Association are committed to providing schools with both multidisciplinary teams and staffing ratios that lead the Denver metropolitan area.

33-1 Employment

33-1-1 SSPs shall be hired, assigned and transferred according to written procedures made available to all employees. These procedures will outline the processes used during the staffing cycles; including the following:

- Hiring
- Reduction in Building/Department (RIB),
- Placement/Reassignment

33-2 Probationary Period

33-2-1 SSPs will serve a 3-year probationary period during which their employment can be terminated in accordance with the provisions about probationary employees in Board policy GDQD and Regulation GDQD-R.

33-2-2 After the 3-year probationary period, SSPs shall be considered “continuing service” employees as defined in Board Policy GDQD and GDQD-R. At that time, they will be provided with annual contracts and any termination during those annual contracts shall only be for just cause.

33-3 Collaboration

33-3-1 Department Leadership Team-

33-3-1-1 Each functional area within the Division of Student Services will have a Department Leadership Team (DLT). Functional areas are defined as: School Psychology, School Social Work, School Occupational Therapy/Physical Therapy, School Speech language Pathology, Audiology, and School Nursing,

33-3-1-2 The DLT will be comprised of the functional director and/or manager/supervisor, the functional area association representative, a SSP appointed by the functional director and/or manager, and a minimum of three

representatives elected annually by secret ballot vote of the SSP's in the functional areas. The DLT will seek to operate in an environment marked by mutual support and respect.

33-3-1-3 The role of the DLT will be to:

- Collaborate with Student Services Leadership around identifying best practices of service delivery the respective functional area.
- Review and collaborate with Student Services Leadership around the processes for hiring, assignment, transfer, and workload expectations including assignments less than five days.
- Review and collaborate with Student Services Leadership regarding professional development plans for their respective functional area.

DCTA Representative

DPS District 1 Representative

Signature: _____

Signature: _____

Print Name: _____

Print Name: _____

Date: _____

Date: _____