



Sections in the DCTA Agreement that Apply to the CSC

Article 5-6-3 - Program Change (School Redesign and Restructuring)

5-6-3 A Program Change is a substantial change to the educational program at the school that has been approved by the Board of Education, the CSC, or both. Some or all of the teaching positions at a school approved for a Program Change may be reposted with a new job description that reflects the new program requirements.

Article 8-6, 8-6-1 – Department Chairs for HS

8-6 Department chairpersons in high schools shall be elected by the Department, subject to approval by the principal. Unless determined otherwise by the Collaborative School Committee (CSC), the term for department chairpersons shall be three (3) years. Department chairpersons shall not succeed themselves unless approved by the CSC.

8-6-1 Department chairpersons shall be provided time to fulfill the duties of that assignment as determined by the principal after consultation with the CSC.

Article 12-1-1 – Instructional Materials

12-1-1 Prior to final preparation of budgets for materials and supplies, the CSC, in consultation with the teachers affected, will determine an equitable distribution of resources in the proposed budget. The final building budgets will reflect the priorities established by the CSC.

Article 13-8-2 – Personnel Committee

13-8-2 The Personnel Committee will be composed of the principal and three (3) teachers chosen by a vote of the faculty, and may have no more than two (2) parent(s) as member(s) appointed by the Collaborative School Committee.

Article 13-9-2 – Changes in Program

13-9-2 Changes in Program. The provisions of Article 13, which allow for the administrative transfer of staff due to a change in program, adopted by the Collaborative School Committee and affirmed by the Superintendent, will be appropriately followed.

Article 13-10-1 – Reduction in Building Staff (RIBs)

13-10-1 The Collaborative School Committee will charge the Personnel Committee with the task of conducting a Reduction in Building Staff upon receipt of information that reduced the number of teaching assignments at a school, or when a Collaborative School Committee decides fewer teaching assignments are needed in a department, grade level or ELA/specialty area.

Article 18, 18-2, 18-3-1 – Student Discipline

18 Each school will develop a discipline plan that is consistent with the provisions of this Article and Board Policy JK and Board Policy JK-R. The School Leadership Team (SLT) will collaborate with the principal on the design and implementation of a prevention, intervention and discipline plan, subject to review by the CSC, and monitor its effectiveness on an annual basis.

18-2 A behavior plan may be developed at this time, but must be developed after the second

removal of the student from the class. The plan should be consistent with the building disciplinary plan that should be determined by the CSC. Conditions under which students will be returned to class after the first or second removal, including the time period which should expire before the student is returned, shall be part of the behavior plan if developed. The student will not be returned to class until a conference has been held with the teacher, principal or designee and student.

18-3-1 In the disciplinary plan, which will be reviewed annually, the CSC will incorporate the requirements of C.R.S. 22-32-109.1 and Board policy concerning disorderly conduct toward, harassment of, and making knowingly a false accusation of child abuse against a teacher.

Article 24-1– Joint Activities

24-1 The District and the Association recognize their collective responsibility to promote positive change in the Denver Public Schools. The following committees have been formed to work toward this end:

- Agreement Review Committee – Articles 6, 7, 11 and 24
- Special Service Providers Work Group
- Staffing Work Group
- Advisory District Personnel Performance Evaluation Council (1338 Committee)
- Interim Negotiations – Article 6
- Sick Leave Bank – Article 21
- Benefits Board – Article 30
- Tax Sheltered Annuity – Article 30
- Teacher Education Fund Committee – Article 31
- Instructional Issues Council – Article 5
- Collaborative School Committee
- Personnel Committee – Article 13
- School Leadership Team – Article 8
- Instructional Superintendent Advisory Committee – Article 5
- Principal Evaluation: Teacher Input into Principal Evaluation
- Professional Practices Committee
- SSP/ SpEd Caseloads Committee
- Any additional committees may be formed as needed.

Article 25 -1-5 – Job Sharing and Half-Time

25-1-5 To be effective, the job sharing or half-time assignments must be approved by the CSC at the school to which the teachers are assigned.

Article 26-2 – Professional Behavior

26-2 Teachers are expected to use appropriate channels of communication for comments, suggestions, grievances and other professional matters. Such channels include normal administrative channels, the grievance procedure, CSC, teacher organization representatives, and negotiations. No reprisals may be taken against teachers, CSC, SLT and Personnel Committee members due to the exercise of the responsibilities of these positions.

Article 32-6 – Calendar of Activities

32-6 Calendar of Activities. Principals, after consulting with the PSC, should establish the school calendar of extra-curricular activities and should determine which activities will be held and how many persons are necessary to perform such functions. It shall be the function of the CSC and the principal to determine the fund dispersal resulting from the allocations under this Article.

Four School Committees

1. Collaborative School Committee

2. School Leadership Team – Article 8

School Leadership Team. Each school will have a School Leadership Team as described in 5-4. The SLT will be responsible for making decisions as noted in Article 8.

See more information under Article 8

3. Personnel Committee – Article 13

13-8-1 Each school shall establish a Personnel Committee to select candidates for vacancies and Reduction in Building Staff (RIBS) at the school building.

See more information under Article 13-8

4. English Language Acquisition Parent Advisory Committee (Consent Decree 2012)