



Denver Public Schools

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Dear Families,

This week the district is continuing important conversations with the teachers' union, the Denver Classroom Teachers Association (DCTA), to reach an agreement on an improved salary system for our educators. Our students continue to be at the forefront of every decision we make in DPS, including in these discussions. And we know that to reach our vision of Every Child Succeeds, we need great educators leading our kids' education in the classroom.

Last week, DPS made substantial increases to our teachers' salary package, which was made possible in part through Governor Polis calling for increased state investment in kindergarten. Since the school district has been subsidizing full-day kindergarten, this additional state funding will free up additional funding that can be used for teacher compensation.

The latest district proposal can be found on [greatteachers.dpsk12.org](http://greatteachers.dpsk12.org). The [proposal](#) offers:

- An increase in educators' base pay by an average of about 10% in the 2019-20 school year.
- An additional lane in the salary schedule for earning additional credits beyond a master's degree, which honors continued education. This is in addition to the 25% increase to tuition and student loan reimbursement we already proposed.
- A path for educators to earn \$100,000 in base pay.

Although the DPS bargaining team is optimistic about reaching a fair agreement, the union has said publicly that they may strike starting Jan. 28 if no agreement is reached.

If we cannot reach agreement by Jan. 18, DPS will immediately ask Governor Polis to intervene and help get to an agreement with the DCTA. If he agrees to intervene, it is against Colorado law to strike while the state is working to resolve issues. During that period, DPS would use every resource that Governor Polis and his team can offer to help reach agreement to avoid a strike. Under state law, the period of intervention can last up to 180 days (until July). If the state decides not to intervene, information will be forthcoming about the expected likelihood and timing of a strike.

Please know we are committed to **keeping our school open** if union members decide to strike. Our students need us to continue to provide their education. We are fully committed to our students' well-being and participation in instructional programs, even if teachers strike.

Thank you for your support for our public schools, and please visit [greatteachers.dpsk12.org](http://greatteachers.dpsk12.org) for updates on the negotiations.

Sincerely,

Andrea Renteria - Principal