

CONTRACT

TABLE OF CONTENTS

Article I – Grievance Procedures.....	Page 2
Article II – Sick Leave.....	Page 3
Article III – Paid Leave of Absence.....	Page 5
Article IV – Employee Work Year.....	Page 7
Article V – Wages and Salaries.....	Page 7
Article VI – Duration.....	Page 9
Witness.....	Page 10
Schedule I – Base Salary Schedule	Page 11
Schedule I – Combined Salary Schedule	Page 12
Schedule II – Activity/Coaching Pay	Page 14
Seniority Pool.....	Page 15
Seniority List.....	Page 16
Schedule C – Grievance Form.....	Page 17

ARTICLE I: GRIEVANCE PROCEDURE

A. Definitions

A grievance shall mean a claim by an employee or group of employees or the Association's representative or its president on behalf of an employee or group of employees that there has been a violation, misinterpretation, or misapplication of any provisions of this agreement.

Any grievance not carried to the next step of the grievance procedure by the employee within the time specified shall be settled on the basis of the last answer given by the Employer. Any written grievance not answered by the Employer within the time specified shall permit the grievant to proceed to the next step. Time limits may be extended by mutual agreement, in writing, by the parties.

If a grievance occurs at the end of the school year such that there is insufficient time to process the grievance before the school year ends, the time limits set forth in this procedure shall be reduced by mutual agreement so that the grievance procedure may be exhausted prior to the end of the school year or within a maximum of thirty (30) days thereafter.

B. Procedure

1. Level One

Any employee having a grievance shall attempt to adjust the matter with his/her building principal within ten (10) school days of occurrence or ten (10) school days of discovery of occurrence.

2. Level Two

A grievance which is not settled at Level One shall be placed in writing within five (5) school days of meeting with the building principal and signed by the aggrieved employee and presented to the building principal for his/her decision in writing, which shall be given within five (5) school days.

3. Level Three

If the grievance is not settled satisfactorily at Level Two, it shall be appealed to the Superintendent or his/her designated representative within five (5) school days. The Superintendent or his/her designated representative shall then meet with the aggrieved employee and his/her representative within five (5) school days of receiving appeal.

The Superintendent or his/her designated representative shall give a written answer within ten (10) school days after the Level Three meeting.

4. Level Four

If the grievance is not resolved satisfactorily at Level Three, there will be available a fourth level of school board action. The board will hear the issue and take action, if any, on the matter.

C. General

1. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate file and shall not be kept in the personnel file of the grievant.
2. All meetings and hearings under this procedure shall be conducted in private and shall include only witnesses, the parties in interest, and their designated representative.
3. By mutual agreement of the Association and the Employer, the aggrieved employee may be excused from the proceedings past Level One.
4. The Board agrees to furnish the Association readily available information which may be relevant to the processing of grievances. Nothing herein shall require the administrative staff to research and assemble information.
5. The Board shall provide copies of grievances and responses to grievances to the Association.

LEAVE PROCEDURES

1. Requested leaves cannot be changed after 8 A.M. the day the leave begins.
2. The leave form must be filed, in the appropriate office, within two working days of the employees return to work.
3. An employee must use his/her personal leave days before being granted leave without pay.

ARTICLE II: SICK LEAVE

A. Eligibility - Days

All employees will be granted a leave of absence for consecutive years of employment for employee illness, injury or pregnancy with full pay in the following amounts:

1st year of employment	- 10 days
2nd year of employment	- 11 days
3rd year of employment	- 12 days
4th year of employment	- 13 days
5th year of employment	- 14 days
6th year of employment	- 15 days
and subsequent years	- 15 days

Sick leave for less than one day shall be calculated on one (1) hour increments, any fraction thereof counting as one (1) hour.

B. Accumulation

The unused leave days shall be cumulative to a maximum of 105 days for full time employees.

C. Qualifications

Sick leave shall be approved for an employee who is absent for the following reasons:

1. The employee's illness or injury not compensated by Workers Compensation.
2. Sick leave shall be approved for an employee who is absent for medical and/or dental appointments that cannot be scheduled outside the normal working day.
3. Annual physical examinations cannot count as sick leave.

D. Procedure

The employee shall submit a leave request. For absences of over five (5) consecutive school days, the employee shall also submit a completed attending physician's statement. The Board's representative will notify the employee of approval or disapproval of the request. In the event the request is disapproved, the reasons shall be stated.

The Board's representative reserves the right to consult with the employee's attending physician and/or request the employee to submit to an examination by a physician of their choice, paid for by the Board, for the following reasons:

1. To obtain necessary information for fair and impartial administration of sick leave pay.
2. To obtain a physician's opinion regarding an employee's mental or physical condition to continue active duty.
3. To obtain a physician's release prior to permitting an employee to return to active duty.

E. Effect of Workers Compensation Benefits

An employee receiving Workers Compensation benefits will have a deduction from his/her accumulated sick leave in proportion to the amount of Workers Compensation benefits received.

If an employee elects to receive sick leave pay to compensate the difference between Workers Compensation benefits and the employee's normal day's pay, a full deduction from accumulated sick leave will be made.

ARTICLE III: PAID LEAVE OF ABSENCE

At the beginning of each school year, employees shall be entitled to the following temporary, non-accumulative leaves of absence with Full pay.

A. Personal Leave

1. At the beginning of every school year, each employee shall be credited with three (3) days to be used for any purpose at the discretion of the employee. An employee planning to use a personal leave day or days shall notify his/her principal at least one (1) day in advance, except in cases of emergency.
 - a. Definition: Day, for this article, shall be defined as 7 3/4 hours, with exception when the administration shortens the school days due to emergency conditions. The time spent in school will constitute a full day, and employees on leaves will be charged with a full day leave.
 - b. Personal leave for less than one day shall be calculated in one half hour increments with one forty-five (45) minute period allowed, any fraction thereof counting as an entire increment.
 - c. Buy back: Unused paid personal leave days shall be paid at the determined rate of pay as determined by the Board of Education for a substitute teacher on the certified staff payroll following the last day of student-contact days. These are calculated in increments of not less than one half (1/2) hour. Employee may choose to carry over two unused personal days to the next year for a maximum of five days rather than use the buy back option for those two days. Maximum buy back of three days per year.
 - d. Limitation: The number of employees eligible for personal leave on any contractual school day shall be limited to 10% of employees under this agreement. Eligibility shall be determined by the date of request. No employee shall use a personal day during the last five (5) days of school, exceptions may be granted by the superintendent in cases of emergency.

B. Jury and Legal

1. An employee called for jury duty or who is subpoenaed to appear in judicial proceedings and who is not a party to the judicial proceedings during school hours shall be paid the difference between his or her regular rate of pay and pay received for such appearance. The employee must furnish the Board with dates, time and pay received for jury duty certified by the Clerk of Court and/or written certification by a member of the legal profession, required attendance for unpaid judicial proceedings.
2. The employee shall notify his or her immediate supervisor the first school day following notification of required attendance for jury duty or judicial proceedings.

3. The employee shall report for duty in the event of early release from jury duty and/or judicial proceedings.

C. Bereavement

1. Leave for the death of an individual defined herein:
 - a. Up to five (5) contract days for leave shall be granted in the event of the death of an employee's spouse, child, stepchild, mother, mother-in-law, father, and father-in-law.
 - b. Up to three (3) contract days for leave shall be granted in the event of the death of an employee's son-in-law, daughter-in-law, brother, sister, grandchild, brother-in-law, sister-in-law, step parents, grandparents, and spouse's grandparent.
 - c. One (1) day shall be granted in the event of the death of an employee's aunt, uncle, niece, or nephew.
 - d. Employees released with pay for attendance of a funeral of an employee, members of an employee's immediate family or students shall be at the discretion of the Superintendent.
 - e. One (1) day per employee per year shall be granted to attend the funeral in the event of the death of an employee's friend, which, if unused, may accumulate to a maximum of two (2) days for any one (1) year. *

* The number of employees eligible for friend bereavement for any contractual school day shall be limited to 10% of employees under this agreement. Eligibility shall be determined by the date of request.

D. Family Illness

1. A family is defined as spouse, dependent child/step-child, mother, mother-in-law, father, father-in-law, stepparent, brother, sister, grandchild and step-grandchild.
2. Four (4) days per year for illness of family member, to be taken in not less than one-half day increments. Non-accumulative. In an event four (4) family days are used, and more are needed, employee will be able to use up to 4 personal sick leave days upon superintendent approval.
3. A family illness shall not include the following:
 - a. Routine dentist appointments.
 - b. Routine exams by an orthodontist, dermatologist, obstetrician, pediatrician, medical doctor, etc.
 - c. Physicals.

E. Selective Service Physical

1. Employees called for selective service physical examinations shall be excused without loss of pay for such purposes.

F. Military

1. Military leave and reinstatement shall be as provided by state and federal law.

ARTICLE IV: EMPLOYEE WORK YEAR

A. Contract Year

The contract year for regular full time employees shall consist of 192 days which includes 180 teaching days plus seven (7) required attendance days plus five (5) holidays.

The in-school work year of 187 days shall include days when pupils are in attendance and any other days on which employee's attendance is required. Adjustments may be made to allow for unusual weather conditions or emergencies but shall not be greater than 187 days.

- B.** The five (5) holidays are Labor Day, Thanksgiving Day, Christmas Day, New Year's Day and Good Friday. Guaranteed non-paid holidays are: the day following Thanksgiving Day, and Memorial Day.

ARTICLE V: WAGES AND SALARIES

A. Schedule

The salary of each employee covered by the regular salary schedule is set forth in Schedule I, which is attached hereto and made a party thereof.

Schedule 1B shall be created where each cell of the salary schedule shall have the combined salary numbers using the Generator Base and the Equally Distributed TSS Money. The Association and the superintendent will come to an agreement on paying out any remaining TSS monies (if applicable).

Teacher salaries supplement dollars (TSS) shall not be subject to reduction in the event the governor orders a uniform reduction in accordance with Section 8.31.

If there is a legislative reduction in the Teacher Salary Supplement Dollars (TSS) or if as a result of legislative action the District fails to receive any of the TSS dollars there shall be a dollar-for-dollar reduction from the salary of each teacher to total the reduced or lost amount.

B. Placement on Salary Schedule

Present employees will be allowed the advancement as defined in Part C of this article from their present employment placement on the schedule. Reassignment procedures shall not affect an employee placement on the schedule. New employees shall receive credit for up to ten years experience. Returning former employees shall be treated the same as a new employee with regards to prior experience.

C. Advancement on Salary Schedule

1. Increments

Employees on the regular salary schedule shall be granted one increment or vertical step for each year of service until the maximum for their educational classification is reached. A year of service consists of employment in the Denver District for ninety-eight (98) contract days or more in one school year.

2. Educational Lanes

Employees on the regular salary schedule who move from one educational lane to higher educational lane shall move to the corresponding eligible step on the higher lane. For an employee to advance from one educational lane to another, he or she shall file suitable evidence of additional educational credit with the superintendent no later than March 1 of the prior school year.

- a. This credit shall be granted by an accredited college toward a declared major.
- b. If not toward a declared major it must be designed to improve the teacher in the teaching field assigned and must be approved in advance by the superintendent.
- c. For movement to MA lane, employee shall gain prior approval from superintendent. Program must be from an accredited college.

D. Method of Payment

1. Pay periods

Each employee shall be paid in 12 equal installments. These payments shall be received on the 2nd Friday of each month.

2. Exceptions

When a pay date falls on a holiday as defined, the pay shall be on the last working day preceding the holiday.

3. Summer checks

Summer checks, other than for summer school teachers, may be mailed to the address designated by the employee.

4. Upon termination of contract, the former employee will have the option to receive the remainder of his/her contractual pay on the last day of service or at the current schedule of payment.

E. Assignment and Contract Rate

The salary schedule is based upon the normal teaching load as defined in this agreement. Exceptions are noted in this agreement.

F. Supplemental Pay with optional Tax Sheltered Annuity

The District will pay regular full-time employees \$279.49 per month, which they may defer towards a TSA. Payments will occur for twelve (12) consecutive months beginning September 1 ending on August 31.

ARTICLE VI: DURATION

A. Duration

The duration of the language items of this contract is July 1, 2024 through June 30, 2025. The Association and District mutually agree to open and negotiate Schedule I and Schedule II in 2024 for the 2024-2025 school year. The District and Association can open and negotiate other articles, which are permissible by law, of this contract in 2024-2025 by mutual consent.

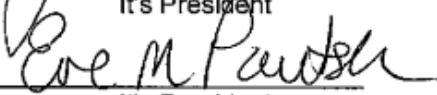
REOPENER CLAUSE:

UPON NOTIFICATION OF AVAILABILITY OF ANY NEW MONIES AS DEFINED, THE BOARD OR ITS REPRESENTATIVE(S) SHALL MEET AND CONFER WITH THE ASSOCIATION OR ITS REPRESENTATIVE(S) TO DETERMINE METHOD OF DISPERSAL.

In witness whereof the parties have caused this agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signature places thereon, all on the ____ day of November 2024.

Denver Education Association

By 

It's President
By 

It's President

NEGOTIATION TEAM MEMBERS

Jillian White, Co-President
Eve Pautsch, Co-President
Cora Campbell
Dan Cooper
Abby Fliehler
Zach Steger

Denver Community School
Board of Education

By 

It's President

NEGOTIATION TEAM MEMBERS

Heather Prendergast, President
Pat Giesler

Schedule I

Base salary =	<u>\$35,575.00</u>
First Increment=	<u>4.000%</u>
Second increment=	<u>4.000%</u>
Horizontal	\$250.00
	\$750.00

Base	\$35,575.00	\$35,825.00	\$36,075.00	\$36,325.00	\$36,575.00	\$37,325.00	\$38,075.00
First Inc	\$1,125	\$1,135	\$1,145	\$1,155	\$1,165	\$1,175	\$1,185
Second Inc	\$1,125	\$1,135	\$1,145	\$1,155	\$1,165	\$1,175	\$1,185

Scale Step	BA	BA8	BA15	BA23	BA30	MA	MA15
1	\$35,575.00	\$35,825.00	\$36,075.00	\$36,325.00	\$36,575.00	\$37,325.00	\$38,075.00
2	\$36,700.00	\$36,960.00	\$37,220.00	\$37,480.00	\$37,740.00	\$38,500.00	\$39,260.00
3	\$37,825.00	\$38,095.00	\$38,365.00	\$38,635.00	\$38,905.00	\$39,675.00	\$40,445.00
4	\$38,950.00	\$39,230.00	\$39,510.00	\$39,790.00	\$40,070.00	\$40,850.00	\$41,630.00
5	\$40,075.00	\$40,365.00	\$40,655.00	\$40,945.00	\$41,235.00	\$42,025.00	\$42,815.00
6	\$41,200.00	\$41,500.00	\$41,800.00	\$42,100.00	\$42,400.00	\$43,200.00	\$44,000.00
7	\$42,325.00	\$42,635.00	\$42,945.00	\$43,255.00	\$43,565.00	\$44,375.00	\$45,185.00
8	\$43,450.00	\$43,770.00	\$44,090.00	\$44,410.00	\$44,730.00	\$45,550.00	\$46,370.00
9	\$44,575.00	\$44,905.00	\$45,235.00	\$45,565.00	\$45,895.00	\$46,725.00	\$47,555.00
10	\$45,700.00	\$46,040.00	\$46,380.00	\$46,720.00	\$47,060.00	\$47,900.00	\$48,740.00
11	\$46,825.00	\$47,175.00	\$47,525.00	\$47,875.00	\$48,225.00	\$49,075.00	\$49,925.00
12	\$47,950.00	\$48,310.00	\$48,670.00	\$49,030.00	\$49,390.00	\$50,250.00	\$51,110.00
13	\$49,075.00	\$49,445.00	\$49,815.00	\$50,185.00	\$50,555.00	\$51,425.00	\$52,295.00
14	\$50,200.00	\$50,580.00	\$50,960.00	\$51,340.00	\$51,720.00	\$52,600.00	\$53,480.00
15	\$51,325.00	\$51,715.00	\$52,105.00	\$52,495.00	\$52,885.00	\$53,775.00	\$54,665.00
16	\$51,825.00	\$52,850.00	\$53,250.00	\$53,650.00	\$54,050.00	\$54,950.00	\$55,850.00
17	\$52,325.00	\$53,350.00	\$54,395.00	\$54,805.00	\$55,215.00	\$56,125.00	\$57,035.00
18		\$53,850.00	\$54,895.00	\$55,960.00	\$56,380.00	\$57,300.00	\$58,220.00
19			\$55,395.00	\$57,115.00	\$57,545.00	\$58,475.00	\$59,405.00
20				\$57,615.00	\$58,710.00	\$59,650.00	\$60,590.00
21				\$58,115.00	\$59,210.00	\$60,825.00	\$61,775.00
22					\$59,710.00	\$61,325.00	\$62,275.00
23						\$61,825.00	\$62,775.00

Denver School District

2024-2025

Scale Step	BA	BA8	BA15	BA23	BA30	MA	MA15
1	\$48,321.01	\$48,571.01	\$48,821.01	\$49,071.01	\$49,321.01	\$50,071.01	\$50,821.01
	\$35,575.00	\$35,825.00	\$36,075.00	\$36,325.00	\$36,575.00	\$37,325.00	\$38,075.00
	TSS \$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13
	TSA \$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88
2	\$49,446.01	\$49,706.01	\$49,966.01	\$50,226.01	\$50,486.01	\$51,246.01	\$52,006.01
	\$36,700.00	\$36,960.00	\$37,220.00	\$37,480.00	\$37,740.00	\$38,500.00	\$39,260.00
	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13
	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88
3	\$50,571.01	\$50,841.01	\$51,111.01	\$51,381.01	\$51,651.01	\$52,421.01	\$53,191.01
	\$37,825.00	\$38,095.00	\$38,365.00	\$38,635.00	\$38,905.00	\$39,675.00	\$40,445.00
	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13
	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88
4	\$51,696.01	\$51,976.01	\$52,256.01	\$52,536.01	\$52,816.01	\$53,596.01	\$54,376.01
	\$38,950.00	\$39,230.00	\$39,510.00	\$39,790.00	\$40,070.00	\$40,850.00	\$41,630.00
	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13
	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88
5	\$52,821.01	\$53,111.01	\$53,401.01	\$53,691.01	\$53,981.01	\$54,771.01	\$55,561.01
	\$40,075.00	\$40,365.00	\$40,655.00	\$40,945.00	\$41,235.00	\$42,025.00	\$42,815.00
	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13
	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88
6	\$53,946.01	\$54,246.01	\$54,546.01	\$54,846.01	\$55,146.01	\$55,946.01	\$56,746.01
	\$41,200.00	\$41,500.00	\$41,800.00	\$42,100.00	\$42,400.00	\$43,200.00	\$44,000.00
	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13
	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88
7	\$55,071.01	\$55,381.01	\$55,691.01	\$56,001.01	\$56,311.01	\$57,121.01	\$57,931.01
	\$42,325.00	\$42,635.00	\$42,945.00	\$43,255.00	\$43,565.00	\$44,375.00	\$45,185.00
	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13
	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88
8	\$56,196.01	\$56,516.01	\$56,836.01	\$57,156.01	\$57,476.01	\$58,296.01	\$59,116.01
	\$43,450.00	\$43,770.00	\$44,090.00	\$44,410.00	\$44,730.00	\$45,550.00	\$46,370.00
	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13
	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88
9	\$57,321.01	\$57,651.01	\$57,981.01	\$58,311.01	\$58,641.01	\$59,471.01	\$60,301.01
	\$44,575.00	\$44,905.00	\$45,235.00	\$45,565.00	\$45,895.00	\$46,725.00	\$47,555.00
	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13
	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88
10	\$58,446.01	\$58,786.01	\$59,126.01	\$59,466.01	\$59,806.01	\$60,646.01	\$61,486.01
	\$45,700.00	\$46,040.00	\$46,380.00	\$46,720.00	\$47,060.00	\$47,900.00	\$48,740.00
	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13
	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88

11	\$59,571.01	\$59,921.01	\$60,271.01	\$60,621.01	\$60,971.01	\$61,821.01	\$62,671.01
	\$46,825.00	\$47,175.00	\$47,525.00	\$47,875.00	\$48,225.00	\$49,075.00	\$49,925.00
	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13
	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88
12	\$60,696.01	\$61,056.01	\$61,416.01	\$61,776.01	\$62,136.01	\$62,996.01	\$63,856.01
	\$47,950.00	\$48,310.00	\$48,670.00	\$49,030.00	\$49,390.00	\$50,250.00	\$51,110.00
	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13
	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88
13	\$61,821.01	\$62,191.01	\$62,561.01	\$62,931.01	\$63,301.01	\$64,171.01	\$65,041.01
	\$49,075.00	\$49,445.00	\$49,815.00	\$50,185.00	\$50,555.00	\$51,425.00	\$52,295.00
	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13
	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88
14	\$62,946.01	\$63,326.01	\$63,706.01	\$64,086.01	\$64,466.01	\$65,346.01	\$66,226.01
	\$50,200.00	\$50,580.00	\$50,960.00	\$51,340.00	\$51,720.00	\$52,600.00	\$53,480.00
	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13
	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88
15	\$64,071.01	\$64,461.01	\$64,851.01	\$65,241.01	\$65,631.01	\$66,521.01	\$67,411.01
	\$51,325.00	\$51,715.00	\$52,105.00	\$52,495.00	\$52,885.00	\$53,775.00	\$54,665.00
	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13
	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88
16	\$64,571.01	\$65,596.01	\$65,996.01	\$66,396.01	\$66,796.01	\$67,696.01	\$68,596.01
	\$51,825.00	\$52,850.00	\$53,250.00	\$53,650.00	\$54,050.00	\$54,950.00	\$55,850.00
	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13
	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88
17	\$65,071.01	\$66,096.01	\$67,141.01	\$67,551.01	\$67,961.01	\$68,871.01	\$69,781.01
	\$52,325.00	\$53,350.00	\$54,395.00	\$54,805.00	\$55,215.00	\$56,125.00	\$57,035.00
	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13
	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88
18		\$66,596.01	\$67,641.01	\$68,706.01	\$69,126.01	\$70,046.01	\$70,966.01
		\$53,850.00	\$54,895.00	\$55,960.00	\$56,380.00	\$57,300.00	\$58,220.00
		\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13
		\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88
19			\$68,141.01	\$69,861.01	\$70,291.01	\$71,221.01	\$72,151.01
			\$55,395.00	\$57,115.00	\$57,545.00	\$58,475.00	\$59,405.00
			\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13
			\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88
20				\$70,361.01	\$71,456.01	\$72,396.01	\$73,336.01
				\$57,615.00	\$58,710.00	\$59,650.00	\$60,590.00
				\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13
				\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88
21				\$70,861.01	\$71,956.01	\$73,571.01	\$74,521.01
				\$58,115.00	\$59,210.00	\$60,825.00	\$61,775.00
				\$9,392.13	\$9,392.13	\$9,392.13	\$9,392.13
				\$3,353.88	\$3,353.88	\$3,353.88	\$3,353.88
22					\$72,456.01	\$74,071.01	\$75,021.01
					\$59,710.00	\$61,325.00	\$62,275.00
					\$9,392.13	\$9,392.13	\$9,392.13
					\$3,353.88	\$3,353.88	\$3,353.88
23						\$74,571.01	\$75,521.01
						\$61,825.00	\$62,775.00
						\$9,392.13	\$9,392.13
						\$3,353.88	\$3,353.88

SCHEDULE II – Coaching Salary

The following schedule will determine the rate of pay for those involved in extracurricular activities. The numbers represent a percentage of BA base salary.

SCHEDULE II			
Extra activities 2024-2025			
	Head Football	Asst. Football	MS Football
	Head Basketball	Asst. Wrestling	MS Basketball
	Head Wrestling	Asst. Volleyball	MS Wrestling
	Head Volleyball	Asst. Track	MS Volleyball
	Head Track	Asst. Baseball	MS Track
	Head Baseball	Asst. Softball	MS Baseball
	Head Softball	Asst. Soccer	MS Softball
	Head Soccer	Asst. Golf	HS Student Council
	Head Golf	Asst. Cross Country	Variety Show
	Head Cross Country	Asst. Bowling	Prom Sponsor
	Head Bowling	HS Cheerleading	MS Cheerleading
	Vocal Music	Dance Coach	Asst. Inst. Music
	Instrumental	Lego/Robotics	HS Annual
	School Play	Speech - Large Group	FFA
	Speech	Speech - Small Group	Asst Speech
		Academic Dec	Colorguard
Year/Step			
1st	\$3,569.50	\$2,333.00	\$1,715.00
2nd	\$3,878.00	\$2,642.00	\$2,024.00
3rd	\$4,187.50	\$2,951.00	\$2,333.00
4th	\$4,496.00	\$3,260.00	\$2,642.00
5th	\$4,805.50	\$3,569.50	\$2,951.00
6th	\$5,114.00	\$3,878.00	\$3,260.00

The following activities are recompensed at 1% (\$355.75) of the base.

1. Grounds-summer baseball, summer softball, girls and boys track.
2. Game coach for middle school football.
3. Art teachers – one elementary and one secondary art show.

Employees shall advance one step per year. An assistant coach moved to head coach position shall be placed at the same year step, as he or she would maintain as an assistant. New personnel in this system shall be placed on step at the discretion of the administration based on interpretation of previous experience.

Employee participation in extra-curricular activities which requires the CPR certification will have the appropriate class fees and the American Heart Association certificate fees paid by the Board.

Approved employee participation in an Enrichment Program, as defined by the Superintendent or Designee, will be compensated at 4% of the Schedule II base.

Denver Community School District Seniority Pool Revised 10/9/2024

SECONDARY BUILDING POOLS:

Business Education:	Peterson (half time)
Agriculture education:	Van De Walle
Family Consumer Science:	Jo Miller
English:	Adams, McDonald, White, Campbell, Newbrough, Roos Badenhop, Klueber
Foreign Language:	Emily Huff, Pino
Guidance:	Van Rees, Eilers
Health Education:	Barrett, Pautsch, Frost
Industrial Technology:	Mike Murch
Mathematics:	Lyons, Lehman, Eric Huff, Adams
Science:	Even, Jared Pickett, Travis Miller, Valerie Pickett, Payton Miller
Social Studies:	Johnson, Swales, Steger, Lorimer
ELL:	Corbin, White

K-12 SENIORITY POOL:

Art Education:	Victoria, Widdel
Media/Technology:	Corbin
Music:	Cooper, Downs, Baird, Brandenburg (half time)
Physical Education:	Barrett, Frost, Rewerts
Reading:	Adams, Jurrens, White

K-12 SPECIAL EDUCATION POOL:

Pautsch
Metcalf
Schmidt
Lockard
Berger
Frost
Kuenstling
Wolf

DENVER COMMUNITY SCHOOL DISTRICT SENIORITY LIST (Revised 10/9/2024)

BASED ON CONTINUOUS YEARS OF SERVICE AND MONTH DAY/YEAR HIRED

Name	Yrs of Serv.	Hire Date	Name	Yrs of Serv.	Hire Date
Kirchoff	24	7/20/2000	Victoria	28	8/26/1994
Curtis	23	7/20/2001	Even	26	6/15/1998
Little	20	4/28/2004	Cooper	22	7/8/2002
Cashman	20	6/7/2004	Johnson	22	7/11/2002
Krebsbach	19	5/16/2005	Adams	20	4/23/2004
Langner	19	5/17/2005	Barrett	19	3/25/2005
Fenton	19	5/18/2005	McDonald	17	5/11/2006
Downs	19	6/1/2005	Corbin	16	1/17/2008
Fowler	16	5/27/2008	Huff, Emily	16	4/2/2008
Zaputil	16	5/27/2008	Pautsch	16	8/11/2008
Medlin	16	6/2/2008	Swales	13	5/31/2011
Westendorf	16	3/28/2011	Lyons	12	5/7/2012
Jurrens	12	5/4/2012	White	11	7/16/2013
Collins	12	7/2/2012	Lehman	10	5/26/2014
Rewerts	10	6/2/2014	Campbell	10	6/20/2014
Kleinheksel	8	5/11/2016	Van Rees	10	7/14/2014
Besh	8	7/15/2016	Huff, Eric	9	6/3/2015
Lewis	7	6/14/2017	Metcalf	8	8/5/2016
Lockard	7	6/14/2017	Pickett, Jared	7	4/12/2017
Schmidt	7	6/14/2017	Baird	5	3/13/2019
Watt	7	6/14/2017	Miller, Travis	5	3/13/2019
Berger	6	4/11/2018	Newbrough	5	3/13/2019
Swales	6	8/8/2018	Miller, Jo	5	4/10/2019
Manning	6	7/11/2018	Frost	5	5/8/2019
Laures, Terri	6	12/12/2018	Steger	4	3/11/2020
Thurm	5	4/10/2019	Pino	4	7/8/2020
Jensen	4	3/11/2020	Murch, Mike	3	3/10/2021
Kuenstling	4	4/8/2020	Brandenburg	2	5/11/2022
Murch, Sally	4	4/8/2020	Van De Walle	2	5/11/2022
Trunkhill	4	4/8/2020	Lorimer	2	6/8/2022
Petersen	3	6/10/2020	Peterson (1/2 time)	2	6/8/2022
Eick	1	4/14/2021	Wolf	2	6/8/2022
Eilers		4/10/2024	Roos	1	4/12/2023
Widdel		10/9/2024	Badenhop	1	4/12/2023
			Pickett, Valerie	1	4/12/2023
			Miller, Payton	1	4/12/2023
			Klueber		2/14/2024

Grievance Form – Denver Community School District Level

Employee Name _____ Date _____

I hereby submit the following grievance against interpretation or violation of the negotiations agreement, Page _____, Article _____, said grievable item occurred on _____, 20_____.

This grievance is submitted to and accepted by _____, Administrator, on _____, 20_____.

Explanation of grievance:

Signature of Employee

Signature of employee representative

Signature of Administrator

Reply to grievance by _____

Dated: _____, 20_____

Signature of Administrator

Signature of Employee

Signature of Employee representative