

**Memorandum of Understanding
Between
School District No. 1 in the
City and County of Denver, State of Colorado
And the
Denver Federation for Paraprofessionals & Nutrition Service Employees**

SY2022-2023 School Consolidation Decisions

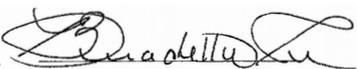
This Memorandum of Understanding (“MOU”) is made by and between the Denver Public Schools (“DPS”) and the Denver Federation for Paraprofessional & Nutrition Service Employees (“DFPNSE”). In support thereof, DPS and DFPNSE (collectively the “Parties”) agree to the following:

1. WHEREAS, the parties understand the challenges facing our educators in schools subject to consolidation, the importance of retaining educators for the remainder of the 2022-2023 school year, and that the continued success of the impacted communities are dependent upon sustained relationships between students, parents, and educators;
2. WHEREAS, the parties affirm that the declining enrollment resolution is due to structure and design reasons and is not a reflection on educator competency;
3. WHEREAS, giving the timing of the 2022-2023 school consolidation resolution it is in both parties interest to identify a tailored solution to address retainment of paraprofessionals within the District;
4. THEREFORE, the parties agree to the following staffing implications as a result of the 2022-2023 school consolidation decisions:
 - a. In the event of a consolidation of two or more schools into one school (hereinafter “Welcoming School”), paraprofessionals from the consolidating schools are merged and will be part of the Welcoming School’s staff for SY23-24.
 - i. In the event that one of the non-welcoming schools becomes an Early Childhood Education Center (hereinafter “ECE Center”), ECE paraprofessionals from the impacted schools will merge and be part of the new ECE Center staff for SY23-24.
 - b. In the event that one school consolidates into two other schools (collectively the “Welcoming Schools”), paraprofessionals will be assigned, at the District’s discretion, at either of the Welcoming Schools.
 - i. Paraprofessionals can indicate assignment preference based on availability and qualifications.
 - c. In the event that one school consolidates into an enrollment zone/boundary where another school is not a viable option to consolidate with, paraprofessionals will be assigned, at the District’s discretion, at any school within the District.
 - i. Paraprofessionals can indicate assignment preference based on availability and qualifications.

- d. Centrally-assigned Campus Safety Officers impacted as a result of school consolidation will be reassigned to a Welcoming School assignment or any other assignment based on operational needs for the 2023-2024 school year.
- e. Centrally-assigned Food Service Workers impacted as a result of school consolidation will be reassigned to a Welcoming School assignment or any other assignment based on operational needs for the 2023-2024 school year.
- f. Notwithstanding this MOU, a paraprofessionals, campus safety officers and food service workers may be transferred from one school to another within the school district.
- g. Except as expressly set forth in this MOU, the terms and conditions of the collective bargaining agreement will apply.
- h. The MOU shall be non-precedential, it shall only apply to the 2022-2023 school consolidation resolution and shall expire at the end of the 2023-2024 school year.

To memorialize this MOU, the Parties, by their duly authorized agents, have affixed their signatures to this MOU.

Denver Federation for Paraprofessional & Nutrition Service Employees

Name: 

Title: President

Date: 10/13/22

Denver Public Schools

Name: 

Title: Senior Manager

Date: 10/13/22