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