

MEMORANDUM OF UNDERSTANDING

BETWEEN

SCHOOL DISTRICT #1

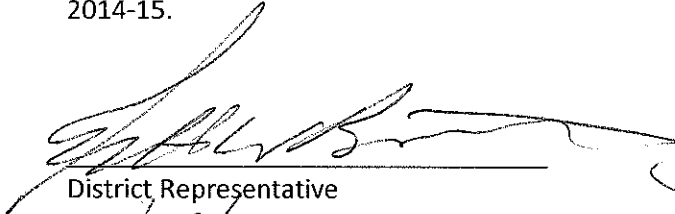
and the

**DENVER FEDERATION FOR PARAPROFESSIONALS AND NUTRITION SERVICE
EMPLOYEES (FOOD SERVICE WORKERS)**

October 16, 2013

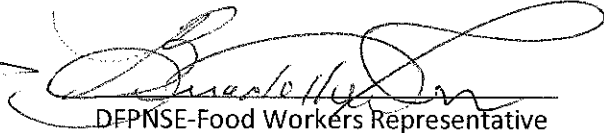
The parties are committed to creating a performance based work environment and creating systems to reward the performance of employees in the bargaining unit. Consistent with this commitment, Enterprise Management will allocate \$22,308.70 to be paid to eligible employees utilizing the payment methodology established for the pilot of the pay for performance system. The payment will be made no later than November 30, 2013

Also, consistent with the commitment to a performance based work environment, the parties agree to continue the "profit sharing" performance pay system and open all relevant Articles to establish performance factors to be applied to any allocation of future base pay increases, beginning school year 2014-15.



District Representative

10/17/13
Date



DFPNSE-Food Workers Representative

10-17-13
Date