

**22-25 Memorandum of Understanding**  
**Between**  
**School District No. 1, Denver Public Schools**  
**And**  
**Denver Association of Educational Office Professionals**

**DPS-DAEOP FINANCIAL AGREEMENT**

This Memorandum of Understanding (“MOU”) is made by and between Denver Public Schools (“District”) and Denver Association of Educational Office Professionals (“DAEOP”). The District and DAEOP (collectively, the “Parties”) agree to the following changes to compensation pending Board approval:

**SY22-23 Financial Agreement**

- Effective August 1, 2022, all employees covered by the DAEOP collective bargaining agreement will be placed on the attached SY22-23 Salary Schedule with a minimum hourly rate of \$21.50 consistent with the attached September 26, 2022 PowerPoint shared with DAEOP by Compensation.
- Effective August 1, 2022, employees placed on the SY22-23 Salary Schedule who are not eligible for a step increase because they are maxed out on steps and who do not receive a base increase of at least 3.5% will be eligible to receive the difference between any base pay increase and 3.5% as a one-time, non-based building stipend.
- Effective August 1, 2022, eligible employees will receive a longevity increase.
- Effective August 1, 2022, the District will contribute an additional \$10.00 subsidy per paycheck from the current amount only to full-time covered employees who are enrolled in a District health plan, totaling \$171.50 per paycheck.

**SY23-24 Financial Agreement**

- Effective August 1, 2023, all employees covered by the DAEOP collective bargaining agreement will be placed on the attached SY23-24 Salary Schedule with a minimum hourly rate of \$21.75 consistent with the attached September 26, 2022 PowerPoint shared with DAEOP by Compensation.
- Effective August 1, 2023, eligible employees will receive a step increase.
- Effective August 1, 2023, eligible employees will receive a longevity increase.
- Effective August 1, 2023, employees placed on the SY23-24 Salary Schedule who are not eligible for a step increase because they are maxed out on steps and who do not receive a base increase of at least 5% will be eligible to receive the difference between any base pay increase and 5% as a one-time, non-based building stipend.

**SY24-25 Financial Agreement**

- Effective August 1, 2024, all employees covered by the DAEOP collective bargaining agreement will be placed on the attached SY24-25 Salary Schedule with a minimum hourly rate of \$22.00 consistent with the attached September 26, 2022 PowerPoint shared with DAEOP by Compensation.
- Effective August 1, 2024, eligible employees will receive a step increase.
- Effective August 1, 2024, eligible employees will receive a longevity increase.
- Effective August 1, 2024, employees placed on the SY24-25 Salary Schedule who are not eligible for a step increase because they are maxed out on steps and who do not receive a base increase of at least 3.8% will be eligible to receive the difference between any base pay increase and 3.8% as a one-time, non-based building stipend.

While it is the intent of the parties that the economic provisions in this MOU shall remain in full force and effect, in order to comply with the provisions of the Tabor Amendment and Sec. 22-32-110(5) C.R.S., the MOU may be reopened by the District in connection with its annual adoption of its budget.

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

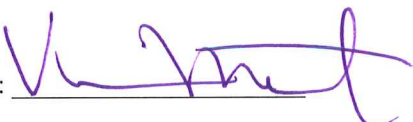
**Denver Public Schools:**

Signature: 

Name: Lawrence Garcia

Date: 9/27/22

**Denver Association of Educational Office Professionals:**

Signature: 

Name: Veronica Martinez

Date: 9/27/2022