

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
DENVER PUBLIC SCHOOLS  
AND  
COLORADO FEDERATION OF SCHOOL SAFETY PROFESSIONALS**

**21-22 DPS-CFSSP FINANCIAL AGREEMENT**


This Memorandum of Understanding ("MOU") is made by and between the Denver Public Schools ("District") and the Colorado Federation of School Safety Professionals ("CFSSP"). The District and CFSSP (collectively, the "parties") agree to the following changes to compensation pending Board/Compensation Department approval.

On June 10, 2021, the parties reached a tentative agreement on the 21-22 financial agreement which is hereby incorporated into this MOU [see attached - 21-22 Financial Tentative Agreement between DPS and ESPs}. The Parties agree that this MOU does not alter or change the terms and conditions of the tentative agreement.


**Annual Compensation Allocation – 2021/2022**

- Effective August 1, 2021, all employees in the bargaining unit will receive a 2.5% COLA increase.
- Effective August 1, 2021, all employees in the bargaining unit will receive a 2.20% non-base building one-time stipend for efforts and additional duties related to preventing, preparing for, or responding to COVID-19.
- Eligible employees will receive a market adjustment as determined by the Compensation Department.

**Colorado Federation of School Safety Professionals:**

Signature:   
Printed Name: Erick Wright  
Union/Association: ATT  
Date: 6-30-21

**Denver Public Schools:**

Signature:   
Printed Name: Lawrence Garcia  
Date: 6/30/21