

**Memorandum of Understanding
Between
School District #1, Denver Public Schools
And
Denver Association of Educational Office Professionals**

2019-22 DPS— DAEOP FINANCIAL AGREEMENT

Denver Public Schools and DAEOP agree to following changes to compensation **pending Board/Compensation Department approval:**

Annual Compensation Allocation - 2019/2020

With regard to annual compensation, a budget of 2.95% has been allocated to the DAEOP for compensation increases. 0.25% of this allocation was included to help offset the employee contribution increase to PERA which takes effect 7/1/2019.

The parties agree to allocate the dollars in the following manner:

1. Increase medical stipend by \$18.00 (eighteen dollars) to \$50.00 (fifty dollars) per month totaling \$21,384
2. A COLA increase of 1.28% totaling \$205, 313
3. Salary step increases plus benefits totaling \$185,628
4. new longevity increase of \$16,800

Annual Compensation Allocation - 2020/2021

The District agrees to increase the medical stipend by \$25 dollars per month to \$75 (seventy five dollars). This will be funded by the District and will not come out of the association's compensation allotment.

Annual Compensation Allocation - 2021/2022

The District agrees to increase the medical stipend by \$25 per month to \$100 (one hundred dollars). This will be funded by the District and will not come out of the association's compensation allotment.

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

Denver Public Schools:

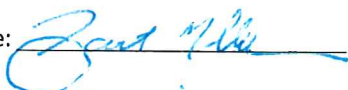
Name: _____


Date: _____

DAEOP:

Name: _____

Date: _____


7/30/19


July 30, 2019