

**MEMORANDUM OF UNDERSTANDING
BETWEEN
DENVER PUBLIC SCHOOLS
AND
DENVER ASSOCIATION OF EDUCATIONAL OFFICE PROFESSIONALS**

21-22 DPS-DAEOP FINANCIAL AGREEMENT

This Memorandum of Understanding (“MOU”) is made by and between the Denver Public Schools (“District”) and the Denver Association of Educational Office Professionals (“DAEOP”). The District and DAEOP (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

- The budget of 2.50% for compensation increases will be allocated as follows:
 - Effective August 1, 2021, all eligible employees in the bargaining unit will receive a step.
 - Effective August 1, 2021, all employees in the bargaining unit will receive a 1.15% 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.
- Effective August 1, 2021, all eligible employees in the bargaining unit will receive a longevity increase consistent with the agreement.


Denver Association of Educational Office Professionals:

Signature: **Veronica Martinez**

Printed Name: Veronica Martinez

Date: **July 8, 2021**

Denver Public Schools:

Signature: 

Printed Name: Lawrence Garcia

Date: July 8, 2021