

MEMORANDUM OF UNDERSTANDING

BETWEEN

SCHOOL DISTRICT #1

and the

**Denver Federation for Paraprofessionals and Nutrition Service
Employees**

Change to Article 15-1 for Campus Safety Officers and Paraprofessionals

The Denver Public Schools (District) and the Denver Federation for Paraprofessionals and Nutrition Service Employees (DFPNSE) agree to the following changes to Article 15-1 of the Agreement between DFPNSE – Campus Safety Officers and Paraprofessionals and the School District #1 in the City and County of Denver and State of Colorado (Agreement):

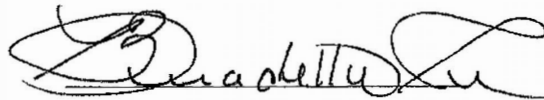
In an effort to standardize the two DFPNSE agreements and to clarify the use of sick leave, DFPNSE and the District agree to amend article 15-1 of the Agreement by adding the bolded language below so the Agreement now reads as follows:

15-1 Sick leave is provided to give a reasonable amount of protection for employees and the District so that employees will not feel compelled to attend their duties when it is unwise for them to do so. Sick leave days may be used for personal illness, illness of an immediate family member, or for the death of family members or friends.

An employee who is absent for 3 or more consecutive days shall provide a certificate of treatment or letter from a physician. If a supervisor has a reasonable suspicion that an employee is abusing sick days, the supervisor may ask that the employee provide a certificate or letter that the employee has received treatment from a physician regardless of the number of days of absence.



District Representative



DFPNSE Representative

04/19/2022

Date

4-19-2022

Date