Memorandum of Understanding
Between
School District No. 1, Denver Public Schools
And
Denver Federation for Paraprofessionals & Nutrition Service Employees

DPS-DFPNSE FINANCIAL AGREEMENT

This Memorandum of Understanding ("MOU") is made by and between Denver Public Schools ("District") and Denver Federation for Paraprofessionals & Nutrition Service Employees ("DFPNSE"). The District and DFPNSE (collectively, the "Parties") agree to the following changes to compensation pending Board approval:

Paraprofessional

SY22-23 Paraprofessional Financial Agreement

- Effective August 1, 2022, all employees covered by the Paraprofessional collective bargaining agreement will be placed on the attached SY22-23 Salary Schedule with a minimum hourly rate of $20 consistent with the attached July 12, 2022 PowerPoint shared with DFPNSE 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.
- On the December 7, 2022 pay date, eligible ECE paraprofessionals will receive a $1,000 one-time, non-based building stipend pro-rated by their FTE. The District will share the eligibility list with DFPNSE by November 30, 2022.
- Effective SY22-23, DPS and DFPNSE agree to repurpose the Top Performing/High Growth budget allocated for paraprofessionals for the purposes of providing eligible paraprofessionals one (1) paid holiday.
  - Eligible paraprofessionals work year calendars are: Hourly (000) Para and 180 Safety & Security Para, ECE Para, Special Ed Para.
  - Paid holiday will be New Years Day.
  - Paid holiday will be prorated based on their FTE, to a maximum of 1.0 FTE.
- Effective SY22-23, ECE paraprofessionals designated by the Principal or designee as requiring oral, reading, and writing skills in another language other than English and who pass the Berlitz bilingual proficiency test in those areas will be paid a stipend of one hundred dollars ($100) per month. Eligible ECE paraprofessionals are required to provide documentation showing passing of the test.
- Effective August 1, 2022, the District will contribute an additional $21.09 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 Paraprofessional Financial Agreement

- Effective August 1, 2023, all employees covered by the Paraprofessional collective bargaining agreement will be placed on the attached SY23-24 Salary Schedule with a minimum hourly rate of $20.50 consistent with the attached July 12, 2022 PowerPoint shared with DFPNSE 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 3% as a one-time, non-based building stipend.

SY24-25 Paraprofessional Financial Agreement
- Effective August 1, 2024, all employees covered by the Paraprofessional collective bargaining agreement will be placed on the attached SY24-25 Salary Schedule with a minimum hourly rate of $21 consistent with the attached July 12, 2022 PowerPoint shared with DFPNSE 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.

Nutrition Services

SY22-23 Nutrition Service Financial Agreement
- Effective August 1, 2022, all employees covered by the Nutrition Service collective bargaining agreement will be placed on the attached SY22-23 salary range with minimum hourly rate of $18 consistent with the attached July 12, 2022 PowerPoint shared with DFPNSE by Compensation. Employees within the Food Service Worker classification whose adjusted start date with five (5) or more years of continuous service in current position will be placed on the SY22-23 salary range making at minimum $18.54.
- Effective August 1, 2022, eligible employees will receive a longevity increase.
- DPS and DFPNSE agree to temporarily suspend individual performance-based incentives from the bargaining unit settlement monies.
- Effective August 1, 2022, the District will contribute an additional $61.50 subsidy per paycheck from the current amount only to full-time food service worker employees who are enrolled in a District health plan, totaling $171.50 per paycheck.
- Effective August 1, 2022, the District will contribute an additional $22.86 subsidy per paycheck from the current amount only to full-time food service manager employees who are enrolled in a District health plan, totaling $171.50 per paycheck.

SY23-24 Nutrition Service Financial Agreement
- Effective August 1, 2023, all employees covered by the Nutrition Service collective bargaining agreement will be placed on the attached SY23-24 salary range with minimum hourly rate of $19 consistent with the attached July 12, 2022 PowerPoint shared with DFPNSE by Compensation.
- Effective August 1, 2023, eligible employees will receive a longevity increase.
- DPS and DFPNSE agree to temporarily suspend individual performance-based incentives from the bargaining unit settlement monies.

SY24-25 Nutrition Service Financial Agreement
- Effective August 1, 2024, all employees covered by the Nutrition Service collective bargaining agreement will be placed on the attached SY22-23 salary range with minimum hourly rate of $20 consistent with the attached July 12, 2022 PowerPoint shared with DFPNSE by Compensation.
- Effective August 1, 2024, eligible employees will receive a longevity increase.
- DPS and DFPNSE agree to temporarily suspend individual performance-based incentives from the bargaining unit settlement monies.
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:

Date: 7/13/2022
Name: Lawanae Green
Date: 6/20/2022

Denver Federation for Paraprofessionals & Nutrition Service Employees:

Signature:

Date: 7/13/2022
Name: Bernadette Simon
Date: President