

**Memorandum of Understanding
Between
School District #1, Denver Public Schools
And
Denver Federation for Paraprofessionals and Nutrition Service Employees (DFPNSE- Food Services)**

2019-20 DPS—DFPNSE (Food Services) FINANCIAL AGREEMENT

Denver Public Schools and the DFPNSE- Food Services agree to following changes to compensation **pending a ratification vote by DFPNSE- Food Services and Board approval:**

Market Compensation Adjustments

In an effort to increase the District's market position with regard to compensation and increase recruitment and retention efforts for Food Service employees, the following market adjustments will be made:

- Every employee in the bargaining unit will receive a \$.70 per hour increase.

Annual Compensation Allocation

With regard to annual compensation, a total budget of 2.95% has been allocated to the DFPNSE 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:

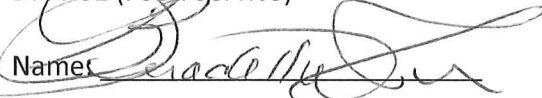
1. 1.00% will be used for the pay for performance program for all eligible employees.
2. The remaining 1.95% will be used to purchase a COLA for all employees.

Denver Public Schools:

Name: 

Date: 5/23/19

DFPNSE (Food Service)

Name: 

Date: 5.23.19