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

2021-22 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/Compensation Department approval:

On July 13, 2020, the Parties reached a tentative agreement on the 20-21 financial agreement which is hereby incorporated into this MOU [see attached - 20-21 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.

Paraprofessional Annual Compensation Allocation - 2020/21

- All eligible employees in the bargaining unit will receive a step increase effective August 1, 2020.
- All eligible employees in the bargaining unit will receive a longevity increase effective August 1, 2020.
- For the 20-21 fiscal year, effective July 1, 2020, the District will provide a cost-of-living-adjustment (COLA) equal to 2.8% minus the full cost of the bargaining unit step based on the costing provided by the District on June 29, 2020 prior to bargaining. If the full cost of a step is above 2.8%, the District will provide the bargaining unit a step increase only.
  - From the 2.8% total budget, 1.57% will be allocated to purchase a step increase for all eligible employees.
  - From the 2.8% total budget, 1.23% will be allocated to purchase a COLA for all employees.
- If a mill levy is approved by the voters in November 2020, the District will provide an additional 0.5% COLA effective January 1, 2021.
- For the 20-21 school year, the District will work with each bargaining unit to look at ways to support staffing using CARES funding related to COVID-19 public health measures.

In addition, the Parties agree to the attached 20-21 Grade and Step Schedule for 20-21 fiscal year.

Food Service Annual Compensation Allocation - 2020/21

- For the 20-21 fiscal year, effective July 1, 2020, the District will provide a cost-of-living-adjustment (COLA) equal to 2.8% minus the full cost of the bargaining unit step based on the costing provided by the District on June 29, 2020 prior to bargaining. If the full cost of a step is above 2.8%, the District will provide the bargaining unit a step increase only.
  - From the 2.8% total budget, 2.8% will be allocated to purchase a COLA for all employees.
- All eligible employees in the bargaining unit will receive a longevity increase effective August 1, 2020.
- If a mill levy is approved by the voters in November 2020, the District will provide an additional 0.5% COLA effective January 1, 2021.
- For the 20-21 school year, the District will work with each bargaining unit to look at ways to support staffing using CARES funding related to COVID-19 public health measures.

In addition, the Parties agree to the attached 20-21 Food Service Salary Ranges for 20-21 fiscal year.
To memorialize this MOU, the Parties, by their duly authorized agents, have affixed their signatures to this MOU.

**Denver Public Schools:**

Signature: 
Miguel J. Perretta

Name: __________________________

Date: 08 / 07 / 2020

**Denver Federation for Paraprofessionals & Nutrition Service Employees:**

Signature: 

Name: Bernadette Jiron

Date: 4-5, 2020