

**MEMORANDUM OF UNDERSTANDING
BETWEEN
DENVER PUBLIC SCHOOLS
AND
DENVER FEDERATION FOR PARAPROFESSIONAL AND NUTRITIONAL SERVICE EMPLOYEES**

21-22 DPS-DFPNSE FINANCIAL AGREEMENT

This Memorandum of Understanding (“MOU”) is made by and between the Denver Public Schools (“District”) and the Denver Federation for Paraprofessionals and Nutrition Service Employees (“DFPNSE”). The District and DFPNSE (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.

Paraprofessional Annual Compensation Allocation – 2021/2022

- The budget of 2.50% for compensation increases will be allocated as follows:
 - Effective August 1, 2021, all employees in the bargaining unit will be placed on the following salary schedule according to the attached data shared with DFPNSE by the Compensation Department.

2021-22 Denver Public Schools Paraprofessional Salary Schedule
Effective August, 2021

Job Code	Job Title	Grade
7417	GENERAL ASSIGNMENT I* (combine with GA II)	3
7409	KINDERGARTEN*	3
7489	PASSROOM*	3
7591	STUDENT MONITOR	3
7657	TUTOR PARAPROFESSIONAL*	3
7348	CHILD CARE GROUP LEADER, SENIOR	3
7372	COUNSELING ASSISTANT I	3
7389	EARLY CHILDHOOD EDUCATION	3
7901	EARLY CHILDHOOD EDUCATION 180	3
7388	EARLY CHILDHOOD SUB PARA	3
7339	CAREER EDUCATION PARA*	3
7649	COUNSELING ASSISTANT II	3
7401	ELA TRANSLATOR/INTERPRETER	3
7584	GENERAL ASSIGNMENT II* (combine with GA I)	3
7424	HEALTH TECHNICIAN	3
7300	LIBRARY PARA*	3
7484	LIBRARY PARA 190*	3
7576	SPECIAL NEEDS, BUS ASSISTANT	3
7940	SPECIAL NEEDS, BUS ASSISTANT 180	3
7593	STUDENT, FAMILY, COMMUNITY LIAISON	3
7793	ECE INCLUSIVE CLASSROOM*	4
7915	ECE INCLUSIVE CLASSROOM 180*	4
7399	ELA GENERAL ASSIGNMENT*	4
7403	ELEMENTARY SPEC ED PARA*	4
7902	ELEMENTARY SPEC ED PARA 180*	4
7422	HEALTH OCCUPATIONS PARA**	4
7443	ITINERANT SPECIAL ED PARA*	4
7914	ITINERANT SPECIAL ED PARA 180*	4
7476	OCC/PHYSICAL THERAPIST TECH*	4
7975	OCC/PHYSICAL THERAPIST TECH 180*	4
8023	PARAPROFESSIONAL, ELA NATIVE LANGUAGE	4
7537	SECONDARY SPEC ED PARA*	4
7537	SECONDARY SPEC ED PARA*	4
7903	SECONDARY SPEC ED PARA 180*	4
7572	SPEC ED ASSISTANT, BRAILLE INTERPRETER	4
7574	SPEC ED SUB PARA/SEVERE-PROFOUND	4
7338	CAMPUS SAFETY OFFICER	6
7904	CAMPUS SAFETY OFFICER 180	6
7904	LEAD, CAMPUS SAFETY OFFICER 180	7

Step	Grade 3	Grade 4	Grade 5	Grade 6 CSO Only	Grade 7 Lead CSO
1	\$15.870	\$16.505	\$17.852	\$19.309	\$20.884
2	\$16.154	\$16.800	\$18.172	\$19.655	\$21.258
3	\$16.438	\$17.095	\$18.492	\$20.001	\$21.632
4	\$16.722	\$17.390	\$18.812	\$20.347	\$22.006
5	\$17.006	\$17.685	\$19.132	\$20.693	\$22.380
6	\$17.290	\$17.980	\$19.452	\$21.039	\$22.754
7	\$17.574	\$18.275	\$19.772	\$21.385	\$23.128
8	\$17.858	\$18.570	\$20.092	\$21.731	\$23.502
9	\$18.142	\$18.865	\$20.412	\$22.077	\$23.876
10	\$18.426	\$19.160	\$20.732	\$22.423	\$24.250
11	\$18.710	\$19.455	\$21.052	\$22.769	\$24.624
12	\$18.994	\$19.750	\$21.372	\$23.115	\$24.998
13	\$19.278	\$20.045	\$21.692	\$23.461	\$25.372
14	\$19.562	\$20.340	\$22.012	\$23.807	\$25.746
15	\$19.846	\$20.635	\$22.332	\$24.153	\$26.120
16	\$20.130	\$20.930	\$22.652	\$24.499	\$26.494
17	\$20.414	\$21.225	\$22.972	\$24.845	\$26.868
18	\$20.698	\$21.520	\$23.292	\$25.191	\$27.242
19	\$20.982	\$21.815	\$23.612	\$25.537	\$27.616
20	\$21.266	\$22.110	\$23.932	\$25.883	\$27.990
21	\$21.550	\$22.405	\$24.252	\$26.229	\$28.364
22	\$21.834	\$22.700	\$24.572	\$26.575	\$28.738
23	\$22.118	\$22.995	\$24.892	\$26.921	\$29.112
24	\$22.402	\$23.290	\$25.212	\$27.267	\$29.486
25	\$22.686	\$23.585	\$25.532	\$27.613	\$29.860

All positions require a GED or HS Diploma.

*Indicates position requires a Tab-D exam or 48 college hours in addition to minimum education requirements.

**Individuals in this role are grandfathered. No new employees may move into this role.

- Effective August 1, 2021, all employees whose base pay increase is less than 2.5% will receive the remainder as a 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 employees will receive a non-base building one-time stipend for efforts and additional duties related to preventing, preparing for, or responding to COVID-19 of between 1.85% and 2.20%
 - If the employee received a base increase of 2.85% or more, their one-time stipend will be 1.85%.
 - If the employee received a base increase greater than 2.5 % but less than 2.85%, their one-time stipend will be between 1.85% and 2.2% and calculated by 4.7% minus their base increase %.
 - If the employee received a base increase of 2.5% or less, their one-time stipend will be 2.2%.
- Effective August 1, 2021, all eligible employees in the bargaining unit will receive a longevity increase consistent with the agreement.
- The Parties will meet in March of 2022 to discuss market data, hiring and retention rates, and a potential market adjustment for ECE Paraprofessionals.

Food Service Annual Compensation Allocation – 2021/2022

- The budget of 2.50% for compensation increases will be allocated as follows:
 - Effective August 1, 2021, all employees in the bargaining unit will be placed in the following salary ranges according to the attached data shared with DFPNSE by the Compensation Department.

Food Services Salary Ranges Effective August 2021					
School Year Jobs			Hiring Practices		
Job Code	Description	Grade	Min	Max	New Hire to Food Service at DPS
7416	Food Service Worker II	2	\$ 15.87	\$ 20.39	\$15.87/hour
7932	Food Service Worker II - 182	2	\$ 15.87	\$ 20.39	\$15.87/hour
7905	Hourly Food Service Manager - 190	3	\$ 16.37	\$ 21.05	Internal hires only.
7849	Food Service Manager I	4	\$ 17.37	\$ 22.36	Internal hires only.
7850	Food Service Manager II	5	\$ 18.87	\$ 24.29	Internal hires only.
7851	Food Service Manager III	6	\$ 20.87	\$ 26.91	Internal hires only.
7852	Food Service Manager IV	7	\$ 23.37	\$ 30.16	Internal hires only.
7941	Food Service Manager V	8	\$ 26.37	\$ 34.06	Internal hires only.

Summer Jobs		
Job Code	Description	Flat Pay Rate
7767	Hourly Summer Cleaning Crew	\$ 15.87
7770	Hourly Summer Lunchroom Worker	\$ 15.87
7768	Hourly Summer Cleaning Crew Lead	\$ 15.87
7728	Hourly Summer Manager	\$ 16.37

Student Workers		
Job Code	Description	Flat Pay Rate
7752	Student Worker	\$ 13.490

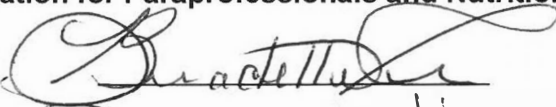
Manager Levels - Meals Required for Each Level		
Job Code	Description	Meals
7849	Food Service Manager I	300 or less
7850	Food Service Manager II	301 to 500
7851	Food Service Manager III	501 to 800
7852	Food Service Manager IV	801 to 1000
7941	Food Service Manager V	1001 or more

Multi-Site Managers


Additional Compensation of \$1.50 will be added to any manager's pay rate overseeing multiple sites. \$1.50 will also be taken away from any manager who move out of a multi-site role.

- Effective August 1, 2021, all employees whose base pay increase is less than 2.5% will receive the remainder as a 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 employees will receive a non-base building one-time stipend for efforts and additional duties related to preventing, preparing for, or responding to COVID-19 of between 2.15% and 2.20%.
 - If the employee received a base increase of 2.77% or more, their one-time stipend will be 2.15%.
 - If the employee received a base increase less than 2.77 %, their one-time stipend will be 2.20%.
- Effective August 1, 2021, all eligible employees in the bargaining unit will receive a longevity increase consistent with the agreement.

Denver Federation for Paraprofessionals and Nutrition Service Employees:

Signature: 
 Printed Name: Bernadette Iron
 Date: 7-6-2021

Denver Public Schools:

Signature: 
 Printed Name: Lawrence Garcia
 Date: 7/6/2021