

**Memorandum of Understanding
Between
Denver Public Schools
City and County of Denver, State of Colorado
And the
Vocational Teachers Federation**

This Memorandum of Understanding ("MOU") is made by and between the Denver Public Schools ("DPS" or "District") and the Vocational Teachers Federation ("VTF"). DPS and VTF (collectively, the "Parties") agree to engage in negotiations to integrate the Part-Time CTE instructors who are hired at .5 FTE or greater into the bargaining unit covered by the Agreement. Except as expressly set forth in this MOU, the terms and conditions of the Agreement shall apply to the Part-Time CTE Instructors.

1. **Recognition.** The VTF shall be the exclusive bargaining representative for Part-Time CTE Instructors hired in the Emily Griffith Technical College.
2. **Article 1 A.** The parties agree to amend Article 1 A to include Part-Time CTE Instructors hired in the Emily Griffith Technical College on an 800 hour contract or greater as covered employees under the Agreement.
3. **Teaching Hours and Teaching Load.** The parties agree that Part-Time CTE instructors covered by the agreement will work 800 or more hours per contract year, with flexibility on how those hours are worked, based on Executive Director or designee discretion and approval.
 - a. **Article 13 A 1.** The parties agree that Part-Time CTE Instructors may be required to teach on Fridays.
 - b. **Article 13 D.** The parties agree that Part-Time CTE Instructors will receive a 15 Minute break. Additionally, the parties agree that the Part-Time CTE Instructor will receive an uninterrupted, unpaid, duty-free lunch of at least thirty (30) minutes if they work 5 hours or more.
4. **Sick Leave (Article 17 A).** The parties agree that Part-Time CTE Instructors will be entitled to 1 hour of sick leave for every 20 hours worked up to a maximum of 96 hours. Credit for sick leave will not be given prior to accrual.
5. **Personal Leave (Article 18 A 1).** The parties agree that each year, Part-Time CTE Instructors will receive personal leave prorated by annual hours (FTE) worked.
6. **Insurance (Article 29 C).** Effective 7/1/22, the parties agree that Part-Time CTE Instructors will receive the benefit Credit allowance outlined in the agreement prorated by annual hours (FTE) worked.
7. **Compensation (Article 23).** The parties agree that Part-Time CTE Instructors will be compensated at the rate of \$37.308 per hour.

Denver Public Schools:

Name:

R. Johnson
(Johnson)

Date:

1/11/2022

Vocational Teachers Federation:

Name:

Ricardo Deng

Date:

1/11/2022