

**Memorandum of Understanding  
Between  
School District No. 1 in the  
City and County of Denver, State of Colorado  
And the  
Denver Association of Educational Office Professionals  
  
SY2022-2023 School Consolidation Decisions**

This Memorandum of Understanding (“MOU”) is made by and between the Denver Public Schools (“DPS”) and the Denver Association of Educational Office Professionals (“DAEOP”). In support thereof, DPS and DAEOP (collectively the “Parties”) agree to the following:

1. WHEREAS, the parties understand the challenges facing our educators in schools subject to consolidation, the importance of retaining educators for the remainder of the 2022-2023 school year, and that the continued success of the impacted communities are dependent upon sustained relationships between students, parents, and educators;
2. WHEREAS, the parties affirm that the declining enrollment resolution is due to structure and design reasons and is not a reflection on educator competency;
3. WHEREAS, giving the timing of the 2022-2023 school consolidation resolution it is in both parties interest to amend the procedures in Article 6.4 School Closures and Consolidations to address retainment of office professionals within the District;
4. THEREFORE, the parties agree to the following staffing implications as a result of the 2022-2023 school consolidation decisions:
  - a. In the event of a consolidation of two or more schools into one school (hereinafter “Welcoming School”), office professionals from the consolidating schools are merged and will be part of the Welcoming School’s staff for SY23-24.
    - i. In the event that one of the non-welcoming schools becomes an Early Childhood Education Center (hereinafter “ECE Center”), office professionals will be assigned to the Welcoming School or the ECE Center, at the District’s discretion, and will be part of the Welcoming School or new ECE Center staff for SY23-24.
      1. Office professionals can indicate assignment preference based on availability and qualifications.
  - b. In the event that one school consolidates into two other schools (collectively the “Welcoming Schools”), office professionals will be assigned, at the District’s discretion, at either of the Welcoming Schools.
    - i. Office professionals can indicate assignment preference based on availability and qualifications.
  - c. In the event that one school consolidates into an enrollment zone/boundary where another school is not a viable option to consolidate with, office professionals will be assigned, at the District’s discretion, at any school within the District.

- i. Office professionals can indicate assignment preference based on availability and qualifications.
- d. For SY 23-24, Office Professionals' salaries will not be impacted through consolidations.
- e. Notwithstanding this MOU, an office professional may be transferred from one school to another within the school district.
- f. Except as expressly set forth in this MOU, the terms and conditions of the collective bargaining agreement will apply.
- g. The MOU shall be non-precedential, it shall only apply to the 2022-2023 school consolidation resolution and shall expire at the end of the 2023-2024 school year.

To memorialize this MOU, the Parties, by their duly authorized agents, have affixed their signatures to this MOU.

Denver Association of Educational Office Professionals

Name: Veronica Martinez

Title: DAEOP President

Date: 10/24/2022

Denver Public Schools

Name: 

Title: Senior Manager, Labor Relations

Date: 10/24/2022