

AGREEMENT

Between

DENVER ASSOCIATION OF EDUCATIONAL OFFICE PROFESSIONALS (DAEOP)



and

SCHOOL DISTRICT NO 1

IN THE CITY AND COUNTY OF DENVER

AND STATE OF COLORADO



To be Effective

September 1, 2025 through August 31, 2028

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DISTRICT MISSION STATEMENT

Educational equity is our collective responsibility. We prepare students for career, college and life. We create conditions and partnerships where students, families and team members belong and thrive.

The Board and the Association recognize and declare that providing a quality education for the pupils in the Denver Public Schools is the paramount aim of this school District, and that the character of such education depends, in part, on the quality and morale of the classified office professionals of the District.

The Board and the Association further recognize and declare that:

The Board of Education, under law, has the final responsibility of establishing policies for the school District.

The Superintendent and the Superintendent's staff have the responsibility of carrying out the policies established by the Board of Education and creating and carrying out policies for staff of the District.

The classified office professionals have the responsibility of providing the best possible skilled clerical services and operational support as assigned,- which require the possession of specialized training and qualifications.

Attainment of the objectives of the educational program of the District requires mutual understanding and cooperation between all concerned. The District and the Association agree to abide by and enforce the provisions of this Agreement in good faith.

This Agreement herein, when ratified by the Denver Association of Educational Office Professionals and adopted by the Board of Education, shall constitute the entire Agreement

between DAEOP and the Board of Education of School District No. 1 in the City and County of Denver and State of Colorado.

COMMITMENT TO OUR PARTNERSHIP

It is in the interest of both the District and the Denver Association of Educational Office Professionals (DAEOP or “Association”) that the terms of the Agreement be understood and enforced. The Agreement is for the benefit of the DAEOP unit members and the District. It is recognized by both parties that the Agreement contributes to the District’s mission of providing all students the opportunity to achieve the knowledge and skills necessary to become contributing citizens in our society.

Enforcement of and compliance with the Agreement is essential. Both parties have a shared interest in developing a joint ownership and commitment in terms of both the letter and spirit of the Agreement. The District and the Association recognize their collaborative responsibility to promote positive change in the Denver Public Schools. Following is a systemic framework for improving the enforcement of the Agreement while laying a foundation for joint ownership and a greater commitment to living under the terms of the Agreement.

The Agreement – The Agreement reflects the core beliefs and values of the District and the Association. It describes the procedures all DAEOP unit members and administrators will follow. In doing so, we will ensure the continuation of the commitment to our partnership that supports the District’s mission.

Organizational Structure – Organizations in the District have an explicit role in supporting and promoting the enforcement of and commitment to the Agreement. The Board and the Association governance bodies understand the importance of their roles, encouraging everyone in the District to respect the terms of the Agreement and use it as a tool to jointly resolve legitimate differences.

Communication – We recognize the importance of open and ongoing communication. As part of our partnership, the District and the Association commit to regular meetings to discuss matters of mutual concern such as staffing and budget development.

Training – To maintain the partnership, we recognize the need for ongoing training for DAEOP unit members. The training should focus not just on the rules, but also emphasize problem solving, decision-making, and relationship building.

Staffing – The Association and the District recognize the need for skilled and properly classified Office Support Professionals who can perform the job functions necessary to provide school staff, students and communities with the support to deliver quality education.

ARTICLE 1– GENERAL

1.1 Definitions: As used herein the following terms shall have these meanings:

- a. The term "community," as used in this Agreement, shall include parents, the School Improvement and Accountability Council and its school based subcommittees, where appropriate, and other Denver community members as determined by the Superintendent.
- b. "Denver Public Schools" and "District" mean School District No. 1 in the City and County of Denver and State of Colorado.
- c. "Board" means the Board of Education of School District No. 1 in the City and County of Denver and State of Colorado.
- d. "Superintendent" means the Superintendent of Schools of School District No. 1 in the City and County of Denver and State of Colorado.
- e. "Association" means the Denver Association of Educational Office Professionals, Inc.
- f. The term "employee" or "classified office professional" means a person employed by the District and represented by the Association.
- g. The term "active service" is defined as specified in the relevant Section of the Colorado Public Employees Retirement Association (PERA) law and rules.
- h. The term "regular employee" is defined as a person who is employed in a position with a defined work year
- i. The term "day" or "workday," unless otherwise specified in this Agreement, means the day that an employee is scheduled to work.
- j. The term "educator" refers to any DAEOP employee.
- k. ESP stands for Education Support Professional and includes all members of DAEOP.

1.2 General

- 1.2.1 Pursuant to the laws of the United States and of the State of Colorado, the Board shall not discriminate against any employee nor unlawfully restrict the rights of employees on the basis of race, color, gender, national origin, sexual orientation, transgender status, gender identity, religion, pregnancy status, veteran status, marital status, age, disability, membership or non-membership in any organization, legitimate activity in the Association or such other specified human or civil rights as may be protected by

statute.

- 1.2.2 The Association shall continue to admit persons to membership without discrimination on the basis of race, color, gender, national origin, age, marital status, sexual orientation, transgender status, gender identity, religion, pregnancy status, veteran status, disability, or membership or non-membership in any organization.
- 1.2.3 This Agreement constitutes Board policy for the term of said Agreement.
- 1.2.4 The Board and Association recognize that the Board has certain powers, discretion, and duties that, under the Constitution and laws of the State of Colorado, may not be delegated, limited, or abrogated by agreement with any party. Accordingly, if any provision of this Agreement or any application of this Agreement to any employee covered hereby shall be found contrary to law, such provision or application shall have effect only to the extent permitted by law, but all other provisions or applications of this Agreement shall continue in full force and effect.
- 1.2.5 In case of any direct conflict between the express provisions of this Agreement and any Board or Association policy, practice, procedure, custom, or writing not incorporated in this Agreement, the provisions of this Agreement shall control.
- 1.2.6 The Association agrees that differences between the parties shall be settled as provided in this Agreement. The Association agrees that for the duration of this Agreement it will not cause or engage in a strike.
- 1.2.7 This constitutes the entire Agreement between the Denver Association of Educational Office Professionals and School District No. 1, Denver, Colorado. This Agreement terminates and supersedes all past practices, agreements, articles, procedures, traditions, and rules or regulations concerning the matters covered herein.
- 1.2.8 The provisions of this Agreement which do not require expenditure of School District funds shall be effective as of the date of this Agreement. All provisions of this Agreement requiring expenditure of funds, including salary increases, shall be effective as outlined in the applicable Articles and Memorandums of Understanding.
- 1.2.9 The parties recognize that the Board of Education has the responsibility and authority to manage and direct all the operations and activities of the District and all lawful rights and authority of the Board of Education not modified by this Agreement are retained by the Board of Education.

ARTICLE 2– RECOGNITION

- 2.1 Recognition:** The Board has recognized the Association as the exclusive representative for all employee classifications described in Article 2.4 of this Agreement for the purpose of negotiations with respect to such salaries, wages, hours, and conditions of employment as the parties from time to time may agree to negotiate.
- 2.2 The Board hereby reaffirms recognition of the Association and agrees that the Association shall continue as exclusive representative in accordance with Denver Board of Education Resolution 2056.
- 2.3 Exclusive Use- All privileges granted to the Association under the terms and provisions of this Agreement are for the exclusive use of the Association.

2.4 Negotiations Unit

Accountant I	Accounts Receivable Specialist	Office Support II, hourly
Accountant II	Buyer	Office Support III
Accounting Tech I	Facilities First Call Center Technician	Office Support III, hourly
Accounting Tech II	Library Technician	Payroll Technician III
Accounts Payable Specialist	Office Support II	Welcome Desk Associate

- 2.4.1 Effective with the ratification of this Agreement, the following process will apply when requests for a reclassification of a position are received by the Department of Human Resources:
- 2.4.1.1 DAEOP will be contacted and asked to review and comment regarding the request for reclassification two (2) weeks before a final decision is made by the Superintendent.
- 2.4.1.2 The decision of the District to approve or deny a request will be based on an evaluation of the actual duties of the job requested to be reclassified.
- 2.4.2 All positions/classifications that meet the requirements of classified office duties shall be included in the negotiations unit.
- 2.4.3 In the event the Association does not find acceptable a change of status or unit designation involving any employee in the negotiations unit, the Association shall have the right to submit the matter at a Level II grievance hearing (Article 5.4.2).

2.4.4 Any part-time clerical employee who works a total of eight (8) hours per day for twelve (12) continuous months shall become a full-time contract employee with benefits effective on the date of eligibility.

2.4.5 All classified office employees assigned to a new position shall be compensated at the new rate of pay effective the date of the reclassification.

ARTICLE 3– ORGANIZATION PARTICIPATION

3.1 Organization Participation: Employees shall have the right to join and participate in the activities of the Association. The Association shall admit employees to membership without discrimination. The Association shall represent all employees in the unit equitably and fairly in all negotiable matters.

3.1.1 The Association and the District will develop a communication plan for informing unit members and administrators of the Agreement.

3.1.2 The President of DAEOP or designee has the right to visit schools/worksites. All visits will be conducted in a manner that does not disrupt the educational or work processes.

3.2 Records and Reports

3.2.1 The District will provide DAEOP with a monthly electronic report of all classified office personnel. The district will not alter the information provided in the monthly electronic report without first consulting DAEOP. Monthly changes can be found in the Personnel Transaction Report on Board Docs.

3.2.2. The Association shall be entitled to receive, upon request, a written copy of any new or changed District practice, procedure or policy which affects all or any specified group of employees, or is relative to any item contained in this Agreement.

3.3 Dues Deductions

3.3.1 The District agrees to deduct from the salaries of members of the Association employed by the District an amount to cover dues for the Association, and/or state, and/or nationally affiliated association(s) as said employee individually and voluntarily authorizes the District to deduct and to transmit the amount so authorized to the treasurer of the Association.

3.3.2 Each employee who desires to authorize such deduction shall file with

the District payroll department, through the office of the Association, a signed and dated DAEOP salary deduction authorization form (*School District No. 1, Denver, Colorado, Denver Association of Educational Office Professionals, Salary Deduction Authorization Form*) authorizing the Payroll Department to deduct from the employee's monthly earnings and to remit to the treasurer of the Association an amount equal to twenty-fourth (1/24) of the dues required for membership in the organization(s). Such form shall include a waiver of all rights and claims against the Board and the School District and the officers and agents thereof, for moneys deducted and remitted in accordance with said authorization, and an agreement that such deductions and remittances shall continue from year to year as so authorized, unless DAEOP notifies the Payroll Department in writing on a DAEOP salary deduction revocation form that the employee desires to increase, decrease, revoke, or otherwise change such authorization. The DAEOP salary deduction authorization form will provide a notice period to increase, decrease, revoke or otherwise change such authorization and apprise employees of such internal union procedures.

Authorization to increase or decrease such deductions by any amount of any increase or decrease in the annual dues shall be provided to the District by the Association prior to July 1 of each year.

- 3.3.3 The School District No. 1, Denver, Colorado, Denver Association of Educational Office Professionals, Official Salary Deduction Revocation Form may be obtained from the Association at the Denver UniServ Unit. Completed forms must be returned to the Denver UniServ Unit by the end of business on the last working day of June.
- 3.3.4 Deductions shall be made uniformly on each monthly payroll period. The Payroll Department shall not be required to honor for any month's deduction any authorizations that are delivered to the District office later than the tenth (10th) day of the month prior to the distribution of the payroll from which the deductions are to be made.
- 3.3.5 If an employee is absent on account of sickness, leave of absence, or for any other reason has no earnings due to the employee for the month, no deductions will be made for that employee for that month. The Association will arrange for the collection of dues for that month directly with the employee.
- 3.3.6 The Association agrees that the Board or the District shall not be held liable for any action growing out of these deductions and commenced by any person against the Board or the District and assumes full responsibility for the disposition of the funds so deducted once they have been remitted to the treasurer of the Association.

- 3.3.7 An administrative fee of ten cents (\$.10) per month per individual authorization shall be retained by the District to help defray costs of making such dues deduction.

3.4 Association Time

- 3.4.1. The District shall grant the Association up to a total of twenty (20) days per calendar year release time for conducting Association business. The request for such release time shall be entered in the district's time and attendance system (currently TruePay). The Association shall reimburse the District for one-half (½) the salary received during such release time for a substitute if one is used. A substitute shall be provided by the District as needed.
- 3.4.2 Association representatives, during working hours and without loss of time or pay, are allowed to represent employees and investigate and present grievances to the District when mutually agreed upon meetings are scheduled during the workday.
- 3.4.3 The District shall grant the chairperson and members of the negotiating committee the time necessary for mutually agreed upon negotiating meetings scheduled during normal working hours without loss of pay. Substitutes shall be provided by the District as needed.

- 3.5 School Facilities:** The Association will have the right to use school buildings for meetings as approved by the appropriate administrative office subject to any applicable charges normally imposed by District policy and practice through the Office of Community Use.

3.6 School/Worksite Communications

- 3.6.1 The Association has the right to use the school mail and employee mailboxes in accordance with District policies.
- 3.6.2 The president of the Association may use the District email system to send out emails to the Association membership which are informational in nature (i.e. meeting notifications), pertain only to the bargaining unit, and which are in compliance with the District policies governing the use of the email systems and Internet. Emails which do not conform to these requirements must be approved by the Executive Director of Labor Relations or designee prior to being distributed.

- 3.7 Bulletin Boards:** The Association shall be allowed to use existing bulletin boards for the purpose of posting Association materials at each work site.

- 3.8 Grants for Educational Meetings:** The District shall provide annually two (2) full-expense grants up to \$250 to two (2) DAEOP bargaining unit employees for the purpose of attending

educational meetings. A committee composed of two (2) administrators and two (2) employees selected by the Association shall create and publish the procedures for the awarding of these grants. The DAEOP Grant Committee shall select the recipient and two (2) alternates and notify the Office of Talent of their Names.

3.9 Personnel Records and Files

- 3.9.1 The employee's official personnel file may be examined by that employee, subject to Colorado open records law.
- 3.9.2 Material originating within the School District and which is derogatory to an employee's conduct, service, character or personality shall not be placed in the file unless the employee has had an opportunity to read the material. The employee shall acknowledge that such material has been read by electronic confirmation or by signing on the actual copy to be filed. Such signature does not indicate agreement with the content of such material.
- 3.9.3 *Equitable Handling of Complaints:* When a person makes a written or verbal complaint against an employee, the principal, investigator or designee will, when appropriate, notify the employee of the complaint/complainant. The District representative will have the exclusive responsibility to make the determination of when it is appropriate to notify the employee of the complaint/complainant. The employee will be given the opportunity to respond.
- 3.9.4 The employee will have the right to answer any material filed and the employee's answer shall be reviewed by the senior Office of Talent administrator and attached to the file copy. The employee's written response must be submitted by email to HRHelp@dpsk12.net.
- 3.9.5 Upon written request by an employee, specified material contained in the central office file for more than two (2) years will be reviewed and eliminated as long as such material does not relate to the safety, physical, and moral well-being of children or other employees. The District shall have the responsibility to determine whether the material should be retained.
- 3.9.6 All written and printed materials dealing with the processing of a grievance will be filed separately from the central office personnel files of the participants.

3.10 Corrective Action

- 3.10.1 Corrective Action is administered in accordance with the provisions of the District document entitled "Basic Fairness and Due Process, Guidelines for Corrective Discipline" for non-DCTA employees. No changes shall be made to this document without consultation with the Association.

3.10.2 *Procedures*: Supervising administrators desiring to place a letter of reprimand or other derogatory material in an employee's file shall, except in unusual circumstances, first issue a letter of warning that such alleged behavior or action is inappropriate. Such a letter of warning may be placed either in the employee's personnel file or at the supervisor's desk file. However, when the supervising administrator justifiably determines that the behavior or actions of the employee are of such a serious nature as to warrant a letter of reprimand, such letter of reprimand may be issued by the supervising administrator in the absence of a letter of warning. No such letters of reprimand shall be forwarded unless the allegations contained therein are supportable by evidence. The employee has a right to rebut any material placed into their file in accordance with Article 3.9.5. Such corrective actions and their appropriateness are subject to the grievance procedure.

3.11 Study Committees: The Board and the Association may mutually agree to appoint, as the need arises, a study committee(s) to investigate matters not specifically covered in this Agreement.

No District created committees or study groups will make recommendations regarding bargaining unit members without inclusion of a representative(s) from the Association membership.

3.12 Advisory Council of Classified Office Professionals: The Advisory Council of Classified Office Professionals may meet four (4) times during the work year to discuss matters of mutual concern. Any reports, releases, publications or surveys emanating from such discussions shall be agreed to jointly by the designees of the Superintendent and the Association. The Council shall be composed of four (4) members of the Association and such administrative staff as the Chief Human Resources Officer shall designate, to a maximum of three (3) employees.

3.13 Mentor Program: DAEOP and the District shall continue the mentoring program

for new hires and DAEOP employees needing assistance. A maximum of 10, experienced, qualified DAEOP employees shall be identified as mentors. They shall mentor employees, at the mentee's or mentor's work site, or virtually as mutually agreed upon. The maximum number of hours over a twelve-month (12) period shall be forty (40) hours per mentor. Mentors, mentees, and supervisors will work together to schedule mentor program hours during the 40 hour work week without loss of pay.

At the end of their mentoring assignment, mentors will be compensated with a stipend of \$1,000 upon the mentor's electronic submission of a log of completed hours to the Executive Director of Employee & Labor Relations or designee. Substitutes for mentors shall be provided, if available, by the District.

At least one DPS staff member will be formally assigned to collaborate with the Association in developing, establishing, implementing, and maintaining the DAEOP Mentor Program.

Guidelines of this program shall be periodically reviewed by the Advisory Council of Classified Office Professionals.

In 2025-2026, DAEOP will appoint 5 pilot mentors. In the years to follow, the program will include up to 10 mentors.

ARTICLE 4—NEGOTIATIONS

4.1 Full-Agreement Negotiations

Either the Association or the Board may request full-agreement negotiations by submitting to the other party a written request between March 1st and March 31st of the year in which the Agreement is scheduled to expire. The written request shall specify the subject matter to be considered in negotiations.

4.1.1 Full-agreement negotiations will be held on mutually-acceptable topics with the intent to finalize by June 15th of the year in which the Agreement is scheduled to expire, unless the Association and the Board agree in writing to extend this deadline.

4.1.2 The agreement shall have a three (3) year duration beginning on September 1 and terminating on August 31. The period of the Agreement shall be September 1, 2025 through August 31, 2028.

4.1.3 The parties to this Agreement recognize that the public has an interest in the negotiations and acknowledge a duty jointly to inform the public of the scheduled negotiation meetings.

4.2 Other Negotiations

At times other than those prescribed for full-agreement negotiations in Article 4.1, either the Board or the Association may submit a written request to negotiate subjects concerning employees' salaries, wages, hours, and conditions of employment. Such requests shall specify the subject matter to be considered.

4.2.1 This provision is not intended to allow for changing the language or the intent

of the existing Agreement outside of the normal bargaining cycle outlined in Article 4.1. From time to time, however, waiting until the next negotiations period to address matters that arise may be impractical. Therefore, during the term of this Agreement and between regularly scheduled bargaining sessions, the parties may choose to engage in interim negotiations. The Agreement may be reopened by mutual consent of the parties at any time

4.2.2 Upon a request for interim negotiations in accordance with Article 4.2, the Association or the District will submit a written response in accordance with Article 4.3. If the parties agree to interim negotiations, the parties shall jointly assign the matter to a group of individuals. If matters are related to the interpretation of the Agreement or matters on which the Agreement is silent, any agreements related to such matters will become a Memorandum of Understanding subject to the approval of the Association and the Superintendent. If approved, the Memorandum of Understanding will be binding on both parties but shall be reviewed at the next full-agreement bargaining session. If the Memorandum of Understanding is not incorporated into the Agreement at the next full-agreement bargaining session, the Memorandum of Understanding shall expire.

4.2.3 Matters that change existing provisions of the Agreement will be referred to the membership of the Association and the Board for ratification. Matters that are ratified during interim negotiations will become a Memorandum of Understanding that will be binding on both parties but shall be reviewed at the next full-agreement bargaining session. If the Memorandum of Understanding is not incorporated into the Agreement at the next full-agreement bargaining session, the Memorandum of Understanding shall expire.

4.2.4 Salary and group insurance provisions are subject to annual negotiations unless the Association and the Board agree in writing to forgo negotiations concerning salary and flex benefit provisions at least ten (10) calendar days before such negotiations are scheduled to begin. Negotiations concerning salary and flex benefit provisions must be finalized by May 1 of each year. This deadline can be extended by written agreement of the Association and the Board, but, in any event, negotiations regarding salary and group insurance provisions must be finalized by June 15 of each year.

4.2.4.1 As of the time they are made available to the Board, the Association may obtain a copy of the Superintendent's proposed budget for the next fiscal year, as well as available preliminary budgetary information and proposals affecting classified office professional employees' salaries, wages hours and conditions of employment on BoardDocs.

4.3 **Conducting Negotiations**

Upon receipt of a written request to negotiate, the Association or the Board shall submit a written response to the other party within ten (10) Working Days. The response shall indicate whether the party in receipt of the request to negotiate consents to negotiate, and, if so, what subject(s) that party agrees to negotiate.

- 4.3.1 Negotiations on agreed-upon subjects will be conducted at times and places mutually agreeable to the negotiators named by each party, provided, however, that the first meeting shall be held within ten (10) Working Days of a party's receipt of the response provided pursuant to Article 4.4.
- 4.3.2 During negotiations, the Board and the Association will present relevant data, exchange points of view, and make proposals and counter proposals. Upon request of either party, the other will make available for inspection its records and data pertinent to the subject of negotiations.
- 4.3.3 If negotiations are scheduled during any negotiator's workday, any negotiator shall be released from his or her regular duties.
- 4.3.4 If negotiations occur on a negotiator's workday, then the negotiator will be compensated for a maximum of eight (8) hours at straight time for the time spent in negotiations. If negotiations occur on a day on which a negotiator is not scheduled to work, the negotiator's supervisor shall amend the negotiator's work schedule to allow the negotiator to participate in negotiations without increasing the negotiator's weekly work hours.
- 4.3.5 Either party may use the services of outside consultants and may call upon professionals and lay representatives to assist in the negotiations. Costs incurred shall be borne by the party requesting such service(s).
- 4.3.6 Tentative agreements reached as a result of such negotiations will be reduced to writing and will have conditional written approval of both parties pending final adoption and approval of the School District budget. After such adoption and approval, the final Agreement will be signed by the Board and Association and will become an addendum to this agreement. If changes in this tentative agreement are necessary as a result of a legal budget adoption process, the Agreement will be subject to negotiation.

4.4 Impasse Resolution/Mediation

Differences shall be settled by peaceful means. In the event the parties are unable to reach agreement within the time limits provided in Article 4.1.1 of this Agreement, they may avail themselves of the following procedures for the purpose of inducing the Board and the Association to make a voluntary peaceful agreement.

- 4.4.1 Either party may declare an impasse. If impasse is reached and the Association and the Board agree, the parties shall select a mediator with the assistance of the Federal Mediation and Conciliation Services (FMCS) if available. The parties may also select a mediator with the assistance of the American Arbitration Association, Judicial Arbitration and Mediation Services (JAMS), or Judicial Arbitration Group (JAG inc), or other organizations as agreed upon by both parties.
- 4.4.2 If mediation is unsuccessful and if both parties agree, the mediator may issue a written report to the parties explaining the matters still at issue.
- 4.4.3 The parties agree to share the cost of mediation equally.

ARTICLE 5—GRIEVANCES

5.1 Definitions

- 5.1.1 A "Grievance" shall mean a written complaint by an employee or employees in the Bargaining Unit that there has been a violation, misinterpretation, or inequitable application of an administrative, Office of Talent, District or Board procedure, practice, or policy that affects employees; or a violation, misinterpretation, or inequitable application of any of the provisions of this Agreement.
 - 5.1.1.1 Unless provided otherwise in this Agreement, an employee may grieve an alleged violation, misinterpretation, or inequitable application of an administrative, Office of Talent, District or Board procedure, practice, or personnel policy that affects employees; or an alleged violation, misinterpretation, or inequitable application of any of the provisions of this Agreement but only alleged violations, misinterpretations, or inequitable applications of the Agreement may go to Level III upon the request of the Association.
 - 5.1.1.2 A grievance does not include a complaint of discrimination covered by this agreement and/or Board Policy AC. An employee who believes that they have been a victim or witness to discrimination or harassment, may make a complaint by following the Discrimination Prevention and Response (DPR) process that is fully outlined in Superintendent Regulation AC-R1 ("AC-R1") or any other applicable regulation.
 - 5.1.1.2.1 A DAEOP Association Representative may attend the

initial meeting as identified in AC-R1 with the complainant and/or reporting party if requested by the complainant and/or reporting party.

5.1.1.2.2 If additional meetings are requested by the DPR designee with the complainant and/or reporting party, the DAEOP Association Representative may attend if requested by the complainant and/or reporting party.

5.1.2 The term "Grievance" shall not apply if: (1) the method of review of a matter is prescribed by law, (2) the Board is without authority to act on a matter, or (3) a grievance is specifically prohibited or limited by the terms of this Agreement. "Party in Interest" shall mean the grievant, or any person who might be required to take action or against whom action might be taken in order to resolve the grievance.

5.1.3 "Grievant" shall mean an employee or group of employees, or the Association filing a grievance.

5.1.4 The term "workday" shall mean a day on which the grievant or witness is or would normally be scheduled to work.

5.1.5 Association designee is defined as a person authorized by the Association to represent the grievant at Levels I or II, but shall not include an attorney currently practicing law and representing the grievant or association.

5.2 Purpose

The purpose of this procedure is to seek and secure equitable solutions, at the lowest possible administrative level, to problems that may arise. To the extent permitted by law, this Agreement, and District policy; grievance proceedings, writings and resolutions shall be kept informal and confidential.

5.3 Procedure

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level is a maximum, and every effort should be made to expedite the process. Specified time limits will be strictly enforced, and a grievance not timely presented will be considered waived unless the time limits are extended by mutual agreement. The grievant will be present at all levels of the grievance process and will be expected to respond to questions posed to her/him during the process but may consult their Association representative or designee.

5.3.1 Upon request, the Board agrees to make available to the grievant and the

grievant's Association representative or designee all information in its possession or control not privileged under law that is relevant to the issues raised by the grievant. The Association agrees to make available to the Board and its representatives all information in its possession or control not privileged under law that is relevant to the issue raised by the grievant.

- 5.3.2 If the Association identifies an employee as a witness whose testimony will be required at a hearing pursuant to this Article 5 during the employee's workday, the Association shall notify the school principal, Human Resources Partner, or the head of the appropriate department at least five (5) work days prior to the date of the hearing, absent extenuating circumstances. As long as the Association provides the requisite notice, the employee will be released without loss of pay for such time as his or her attendance is required at such a hearing.

5.4 Timing

No individual's grievance shall be recognized by the District or the Association unless it is presented at Level I within fifteen (15) work days after the grievant knew or should have known of the circumstances upon which the grievance is based. However, if the Association determines that a grievance affects a group of employees at different worksites, the Association may submit the grievance in writing at Level II. No grievance shall be recognized at Level II unless the Association files the grievance with the Office of Talent within twenty (20) work days after the Association knew or should have known of the circumstances upon which the grievance is based. If the district does not recognize a grievance due to timeliness, the district will provide the grievant with a written statement/evidence explaining why the grievance is not being recognized.

If both parties have not agreed to extend the time limits for processing a grievance, and the supervising administrator or the District's designee does not meet the time limits for processing a grievance, the grievance may be moved to the next level at the request of the grievant(s) or the Association. If the grievant or the Association do not meet the time limits for processing a grievance, the grievance shall be considered waived.

5.4.1 Level I- Informal Grievance Meeting

A grievant shall first present a grievance to their immediate supervisor in the form of a request for a meeting to attempt to resolve the matter informally. The meeting must be requested within 15 work days of the alleged violation. The request shall inform the principal or immediate supervisor of the specific articles of concern and that the informal meeting is intended to serve as a Level One grievance. The grievant may be accompanied by an Association representative or designee during the Level I meeting. The head of the relevant department or their designee may attend the Level I meeting in an effort to resolve the grievance at the lowest possible administrative level. At this time, the grievant may:

- (1) Discuss the grievance personally, and
- (2) Be accompanied by the Association representative or designee or
- (3) Request that the Association representative or designee speak on behalf of the grievant.

The parties will document the time and date of the informal meeting. The informal meeting shall be held within ten (10) workdays of the employee's request.

The outcome of the informal meeting shall be reduced to writing and signed by the parties at the conclusion of the meeting. A copy will be given to each party.

5.4.2 *Level II – Formal*

If the grievant is not satisfied with the disposition of the grievance after the informal Level I meeting, the grievant may file a grievance in writing on a Grievance Disposition Form with the Office of Talent within ten (10) work days of the conclusion of the Level I meeting.

The Grievance Disposition Form must contain specific references to the articles of the Agreement and/or policies, procedures, or practices that the grievant alleges were violated, misinterpreted, or inequitably applied; explain how they were violated, misinterpreted, or inequitably applied; and indicate the reason why the Level I decision is unsatisfactory. Both the grievant and his or her immediate supervisor shall sign the Grievance Disposition Form, but the grievant may proceed with filing the Grievance Disposition Form if the grievant's immediate supervisor does not sign the Grievance Disposition Form within the prescribed time limits. The grievant's immediate supervisor may provide comments related to the Level I process on the Grievance Disposition Form. No additions to the Grievance Disposition form may be made after it has been signed by the grievant and their immediate supervisor.

Upon receipt of a grievance, the Office of Talent shall acknowledge receipt of the grievance within 10 (ten) work days and schedule the Level II grievance hearing. The Level II grievance hearing shall take place within fifteen (15) work days of the Office of Talent's receipt of the grievance.

During the Level II grievance hearing, the District's hearing officer shall hear the grievance and attempt to facilitate a resolution. If, at the Level II hearing there is an agreed-upon resolution to the grievance, the resolution will be documented in writing and signed by the grievant and the District's designee(s). Any resolution reached at the Level II hearing shall be final, and no continuation of the grievance will be permitted. If the grievant has evidence that proves the Level 1 resolution has been violated, they may begin a new grievance process at Level II.

If both parties have not agreed to extend the time limits for processing a grievance and the supervising administrator or the District's designee do not meet the time limits for processing a grievance, the grievance may be moved to the next level at the request of the grievant(s) or the Association. If both parties have not agreed to extend the time limits for processing a grievance and the grievant or the Association do not meet the time limits for processing a grievance, the grievance shall be considered waived.

5.4.3 *Level III*

If the grievant is not satisfied with the disposition of the grievance at Level II, or if no decision has been rendered within ten (10) work days after the hearing officer has conducted the Level II hearing, the grievant may request that the Association submit the grievance to arbitration or mediation. The Office of Talent will be copied on such request. This request must be made within ten (10) work days of the grievant's receipt of the Level II decision.

If the Association agrees to submit the grievance to arbitration, the Association shall submit a written demand for arbitration to the Office of Talent within twenty-five (25) work days of the Association's receipt of the grievant's request for arbitration. The demand for arbitration must refer specifically to the articles of the Agreement that the grievant alleges were violated, misinterpreted, or inequitably applied; explain how they were violated, misinterpreted, or inequitably applied; and indicate the reason why the Level II decision is unsatisfactory.

5.4.3.1 Mediation

Upon mutual agreement of the Association or its designee and the Office of Talent or its designee, the parties may submit the grievance to mediation before scheduling arbitration. If dissatisfied with the mediation process the Association may elect to proceed with the arbitration process.

If the parties agree to mediation, the parties shall jointly select a mediator from a list provided by the American Arbitration Association, JAMS (Judicial Arbitration and Mediation Services), or JAG (Judicial Arbitrator Group), or other organization as agreed upon by both parties. Alternatively, by mutual consent, the parties may utilize the Federal Mediation and Conciliation Service (FMCS). If the parties cannot agree on a mediator, the grievance shall be submitted to arbitration.

At the conclusion of the mediation process, the parties will implement any action agreed to through the mediation process. If the mediation process is unsuccessful, the Association may demand arbitration within seven (7) work days of the conclusion of mediation.

5.4.3.2 Arbitration

If the Association elects arbitration, the Office of Talent or its designee and the Association or its designee shall discuss selection of an Arbitrator. If the parties agree on an Arbitrator, the District's designee shall submit a request within five (5) work days to the selected individual to preside over the Grievance.

In the event that the parties cannot agree on the choice of an Arbitrator, they shall submit a joint request to the American Arbitration Association for a list of seven (7) Arbitrators skilled in arbitration of educational and/or clerical workplace issues. Within ten (10) work days of the receipt of the list, representatives of the Association and the District shall meet and alternately strike a name on the list. The last name remaining shall be the appointed Arbitrator.

5.4.3.2.1 The Arbitrator will have authority to hold hearings and make procedural rules.

5.4.3.2.2 All hearings held by the Arbitrator shall be in closed sessions and no news releases shall be made concerning progress of the hearings.

5.4.3.2.3 The Board and Association will present all relevant material so that the Arbitrator will have complete information upon which to base a decision. A copy of any information presented to the Arbitrator will be provided to the Association by the Board and to the Board by the Association in advance of the hearing.

5.4.3.2.4 The Association and the District will mutually exchange written witness lists at least two work days in advance of the hearing.

5.4.3.2.5 The Arbitrator will issue a report within thirty (30) business days after the close of the hearings and submission of any post hearing briefs. The Arbitrator shall have no power to add to, subtract from, disregard, alter, or modify any of the terms of this agreement.

5.4.3.2.6 The Arbitrator's report shall be submitted in writing to the Board and the Association only, and shall set forth the

Arbitrator's finding of fact, reasoning, conclusions, and recommendations on the issues submitted. The Arbitrator's recommendations shall be consistent with law and with the terms of this Agreement. The Arbitrator's report shall be advisory only, and not binding on the Board or the Association.

5.4.3.2.7 Within seven (7) work days after receiving the report of the Arbitrator, the Board's designee and the Association's designee will meet to discuss the report. If the Association wishes to respond to the Arbitrator's recommendation, the Association may submit a written response to the Board's designee within fourteen (14) work days following the Association's receipt of the report of the Arbitrator. The Board will review and consider any documents provided by the District or its designee and any response by the Association and shall accept or reject the Arbitrator's recommended decision at the next regular meeting of the Board of Education after receipt of the Arbitrator's recommended decision unless the Association and the Board agree in writing to extend this deadline. No public release may be made until after the issue has been submitted to the Board for its decision.

5.4.3.2.8 The costs for the services of the Arbitrator or mediator including per diem expenses, if any, plus actual and necessary travel and subsistence expenses, shall be shared equally by the Board and the Association.

5.4.3.2.9 Upon mutual written consent of the Association and the Board, or at the request of the arbitrator, the parties may make a recording of the arbitration proceedings. Any party may request an official stenographic record of the testimony of the hearings. The party requesting shall pay the costs. If the other party requests a copy of the record, both parties shall split the cost of making the stenographic record.

5.4.3.2.10 In appropriate cases, both parties may agree to follow the expedited rules and procedures of the American Arbitration Association, JAMS (Judicial Arbitration and Mediation Services), JAG (Judicial Arbitrator Group), the Federal Mediation and Conciliation Services (FMCS, or other organizations as agreed upon by both parties, in processing any Grievance at Level III, except that the Arbitrator shall

always be chosen pursuant to Article 5.5.3.2.

5.5 Rights of Employees to Representation

- 5.5.1 Neither the Board nor any member of the Association shall take reprisals affecting the employment status or working conditions of any person, any Party in Interest, any grievant, any Association representative, or any other participant in the grievance process by reason of such participation.
- 5.5.2 All Employees who file a grievance shall be represented solely by the Association and/or the Association's designee(s) at all levels of the grievance process, except that the grievant may decline representation at Level I. A grievance may not proceed from Level I to Level II or from Level II to Level III without the consent of the Association and without the Association or its designee's representation of the grievant.
- 5.5.3 Upon request, a complainant or respondent may have either a non-witness educator or representative from the Association (collectively "representative") present at an AC-R1 (DPR) investigative interview conducted by an investigator assigned by Office of Talent (Human Resources). Such a request must not unduly interfere with the investigator's ability to conduct a timely investigation. During questioning by the investigator, the representative is there in an advisory role. They may confer with the member and may ask clarifying questions. The investigator may remove a representative from an investigative interview if they are deemed to be interfering with the interview or engage in disruptive behavior; where a representative is removed, the interview will continue without a representative present.

ARTICLE 6—REDUCTION IN STAFF

6.1 Reduction in Staff

Reduction in staff will be defined as a necessary reduction in the workforce beyond the normal attrition due to economic or operational needs. Reductions will be made at the school and/or department level.

In the event that a reduction in the number of positions is necessary at any given worksite, the District shall provide thirty (30) days written notice to the affected employee or employees and will provide DAEOP with a list of those sites and employees impacted. The Association shall have at least 30 days to review the reduction before the reduction takes effect. The District will consider recommendations from the Association.

6.2 Reduction Procedure

- 6.2.1 In determining which individuals within an identified job classification will be impacted by a reduction, work sites (schools or departments) will apply the following criteria in the following order:
1. Consider normal attrition within the impacted job classification prior to any staff reductions.
 2. Reduce employees that are not on a work year calendar within the impacted job classification first.
 3. Probationary employees within the impacted job classification who have been employed by the District for 90 days or less will be reduced next.
 4. If steps one through three do not achieve the necessary reductions, the manager will consider appraisals for the current work year and the employee's skills for all individuals within the impacted job classification. In cases where a manager has not yet appraised all employees within the impacted job classification, the employee's three prior appraisals or documented job performance, that has been shared in writing with the affected employee(s), will be considered.
 5. If the preceding criteria are equal, the least senior employee shall be reduced. For purposes of reduction, seniority will be determined based on an employee's most recent date of hire ("hire date") into the District.

6.3 Disposition of Impacted Employees

The following processes will be used to facilitate securing positions for impacted employees: The District will maintain a list of impacted employees in order of seniority with the most senior employee at the top of the list. The list will be given to principals and hiring managers by the Office of Talent.

1. Impacted employees will be added to the list when they are first notified of a pending reduction. The impacted employees will remain on the list until one year after their date of reduction, or until they secure another position.
2. Impacted employees will be given two guarantee interviews for DAEOP positions to which they have applied. Reduced employees will be invited to all DPS priority and internal hiring fairs that include DAEOP positions through the end of the semester.

3. For positions where multiple impacted individuals request guaranteed interviews, hiring managers will be required to interview at least three (3) of the impacted individuals, but are not limited from interviewing additional impacted individuals who may have applied to the position.
4. In addition to the above processes, the District will offer impacted employees, upon their request, resources on effective job search techniques (e.g. resume writing, interviewing, etc.) DAEOP leadership may provide the District with any job search resources they feel will be helpful for their impacted members.
5. Impacted employees will be given time off for internal interviews if they are scheduled during the work day.
6. If it is determined that a reduction within the impacted job classification is no longer necessary, at any time between the notice of the RIB and the conclusion of the current work year, the reduced DAEOP member has the first right of refusal to their former position. If multiple employees were impacted, the employee with the higher appraisal rating and/or skill for the job will have the right of refusal to their former position. If the higher appraisal rating and/or skill for the job are equal for two or more impacted employees, the office professional with the most seniority in their position will have the first right of refusal to their former position.
 - 6.3.1 When an impacted employee accepts a position with a different work year from their reduced position, and that difference creates a potential break in service, the District will, in an attempt to avoid or minimize the break in service, pay out the employee's vacation (if applicable) and modify the proration of the employee's pay during the first year in the new position, after consultation with the employee.
 - 6.3.2 When an impacted employee accepts a position in a lower classification, their new rate of pay will be set at the same step as their previous assignment plus 1 additional step on the lower grade.
 - 6.3.3 If an impacted employee does not secure a full time position, they can opt to be converted to a part-time or hourly position dependent on availability and selection.

6.3.4 The District and DAEOP will work collaboratively towards assisting impacted employees.

6.4 School Closures and Consolidations

In the event of a consolidation of two or more schools, non-centrally based office professionals from the consolidating schools will have first rights to interview for posted positions in the new consolidated school(s) resulting from their school's consolidation for which they apply and are qualified.

Employees impacted by the consolidation that are not offered a position through the process above, will be provided all rights within Article 6.3.

ARTICLE 7—TRANSFER

7.1 General Principles

7.1.1 A change in assignment from one school or worksite to another may be requested by the employee affected, by the principal or designated administrator at the employee's school or worksite, or may be initiated by the Chief of Talent or designee. The approval of the Chief of Talent is required before any such change in assignment is granted.

7.2 Lateral Transfer Requested by an Employee

7.2.1 A lateral transfer is defined as a change in assignments and/or locations within the same classification and pay scale. The employee may apply for vacant positions posted on the District's careers website. When selected for a position, the employee will provide two-week's notice to their current supervisor before the transfer will take effect. This timeline may be waived by mutual agreement of the supervisors in collaboration with the employee.

7.2.2 Promotions and demotions are not considered lateral transfer requests.

7.3 Administrative Transfer

7.3.1 An administrative transfer may be made at the discretion of the Chief of Talent or designee upon recommendation by the employee's supervisor.

7.3.2 If such request for transfer is performance based, it shall be granted only after the employee has had an opportunity to improve such performance concerns

through the appraisal process.

- 7.3.3 In the event an opening exists for which the employee is qualified, the employee being transferred shall be placed in a comparable position with respect to grade and salary previously held.
- 7.3.4 If no opening exists for which the employee is qualified within the same classification at the time of transfer, the employee shall be placed in a position of lower classification for which the employee is qualified, provided such an opening exists.
- 7.3.5 When an employee is transferred to a lower classification as a result of an administrative transfer, they shall retain the previous rate of pay for a maximum of ninety (90) calendar days. Available position(s) within the employee's previous classification can be viewed on the DPS job board. The employee may reach out to their HR partner with additional questions or needed support.

7.4 Posting of Positions

- 7.4.1 The Office of Talent shall electronically post all vacancies or new positions as they occur during the year. The District shall adhere to Office of Talent guidelines established for posting of positions. The Association shall be notified of any changes to these guidelines. Posting is for the purpose of soliciting a written expression of an employee's desire to be considered for such positions.
- 7.4.2 Postings will contain the job title and location, a brief description of the major duties, rate of compensation, general description of benefits, and a summary required and desired qualifications. DAEOP positions will be posted for a minimum of 5 work days. Short-term hourly and part-time positions will be subject to the minimum posting requirement in accordance with the Equal Pay for Equal Work Act. The minimum posting period shall apply to promotions of existing staff within a school or department.
- 7.4.3 New positions or vacancies occurring as a result of reorganization within a department shall be posted.
- 7.4.4 The applications of all annual salaried or hourly employees with one (1) or more years of clerical experience with the District, who apply for positions

and meet the minimum qualifications as stated on the job posting, will be reviewed by the appropriate administrator. The administrator will schedule interviews based on this review.

7.4.5 Hiring Managers will notify the Office of Talent of the selection within thirty (30) days after the closing date of the posting.

7.4.6 The District's Affirmative Action Plan shall be followed wherever applicable.

7.5 **Promotion**

7.5.1 Promotion is defined as movement to a position with a maximum salary step higher than the maximum step of the employee's current salary range. Employees desiring promotion that involves a change of assignment from a school or department to an administrative office or vice versa, must meet the qualifications for the position as determined by the Office of Talent and the school's or department's interview team.

7.5.2 Employees promoted shall be placed on the new salary range at the same step as their previous assignment.

7.6 **Demotion**

7.6.1 Demotion is defined as a movement to a position with a maximum salary step lower than the maximum step of the employee's current salary range. An Employee who is demoted must meet the qualifications for the new position as determined by the Office of Talent and the school or department's interview team.

7.7 **Transfer Within DPS**

When an employee transfers from another DPS role to a DAEOP role, previous DPS experience will be considered with a maximum allowance of step 3.

The DAEOP salary setting guidelines will be reviewed with DAEOP in the Advisory Council of Classified Office Professionals in the 2025-26 SY. DAEOP may provide feedback on the salary placement procedure

ARTICLE 8—PERFORMANCE EVALUATIONS

8.1 Performance Evaluations

Both parties recognize the purposes of a performance evaluation are to help employees understand their strengths and areas for growth and to encourage meaningful discussion between employees and their supervisors. Evaluations will be completed using guidance from the Classified Reimagined Fairness Guide, which will be posted annually by the DPS Growth and Performance team.

Evaluations must include specific examples and/or evidence for each applicable indicator.

The evaluation form will be provided by the Office of Talent, and will be available either on-line on the Office of Talent website or through an on-line Office of Talent system or platform.

DAEOP and the district will meet annually to discuss the evaluation process and for DAEOP to provide feedback on the process; and the evaluation form.

8.1.1 All employees must be formally appraised every year. Within the first six (6) weeks of the employee's work year, the designated administrator will meet personally with the employee at the beginning of the appraisal cycle to review the employee's job description and to explain the nature of the appraisal. The annual appraisal cycle will be expected to include a discussion at the start of the cycle to set expectations, as well as a discussion mid-cycle to review the employee's performance relative to the expectations. At the end of the cycle a written appraisal will be completed and submitted to the Office of Talent. There is an expectation that informal feedback will be provided throughout the appraisal year..

8.1.2 **Review:** The employee evaluation shall be reviewed by the designated administrator with the employee. A written copy of the evaluation shall be provided to the employee or the employee shall have access to the completed evaluation.

8.1.3 **Signature:** The employee shall sign the evaluation to be submitted to Human Resources. The signature of the employee on the evaluation form shall indicate that the employee has read the evaluation and discussed its contents with the designated administrator. Signing does not necessarily mean agreement with the evaluation.

8.1.4 **Disposition:** The employee may make a written statement concerning the content of an evaluation. Such written statement will be made within seven (7) working days of the review of the appraisal. The employee's written statement and comments will be attached to the evaluation form

and placed in the employee's personnel file.

- 8.1.5 **Performance Improvement:** If performance concerns are identified at any point during the evaluation process, supervisors may use counseling, coaching, and/or training. If concerns are identified in 2 or more performance factor areas the development of a performance improvement plan may be initiated to address these concerns. If the supervisor decides to proceed with a performance improvement plan, then the employee has the option of requesting that an Association Representative be present. Such a request shall not delay the process more than two (2) working days. Employees will not be placed on an improvement plan until they have been informed of any performance concerns in writing.

8.1.5.1 Before placing a DAEOP employee on a Performance Improvement Plan, the supervisor should consider a body of evidence to determine whether performance concerns exist. The types of evidence considered can include: coaching, written documentation, mid-year and/or end of year evaluation, or any other information that is relevant to the determination of whether performance concerns exist.

- a. A plan of improvement shall be initiated by a conference between the identified administrator and the employee. The written plan shall be jointly developed between the identified administrator and the employee and shall include specific corrective measures and related timelines. The plan of improvement will identify any persons who will assist the employee and any resources the administrator feels the employee must utilize. The plan of improvement timeline will not be less than thirty-five (35) working days, and will include a minimum of two (2) scheduled reviews.
- b. At the conclusion of the timeline for the Plan of Improvement (PIP), another conference shall be held between the designated administrator and the employee at which time the initial concerns and steps to correct deficiencies will be reviewed. If the review results are satisfactory to the designated administrator, the PIP is concluded. If the review results are not satisfactory, the designated administrator may initiate appropriate action as follows:
 1. Extend the plan's timeline, or
 2. Request an administrative transfer (Article 7.3), or
 3. Recommend termination of employment.

ARTICLE 9—HOURS AND SELECTED WORKING CONDITIONS

9.1 Probationary Period

All new employees covered by this Agreement must serve a three (3) year probationary period as defined in District Policy GDQD. During the first ninety (90) days of this probationary period, all new employees may be discharged without limitation on the District, or countering action by the Association. After the first 90 days of the probationary period, employees will be dismissed in accordance with District Policies GDQD and GDQD-R.

9.2 Workday/Work Year

The regular workday for annual salaried employees is eight (8) hours per day, forty (40) hours per week. These eight hours do not include time for lunch. The typical work year for bargaining unit employees is either 200, 210, 220 or 240 days. Work years can be subject to change with 30 days' notice prior to the end of the school year.

In these situations, the individual's total compensation will be changed to be commensurate with the new work year. When possible, the revised contract year will begin following the completion of the employee's current contract year.

9.2.1 Break Time

Regular/hourly employees who work four (4) hours shall be granted a 15-minute break. Regular/hourly employees who work eight (8) or more hours shall be granted a 15 minute break every four (4) hours. Breaks may be combined with the lunch break with supervisor approval.

9.3 Lunch Period

9.3.1 Employees shall have a lunch period of at least thirty (30) minutes. This period shall be uninterrupted and duty free.

9.3.2 Employees shall be permitted to leave the building during their lunch period.

9.4 Overtime

If an employee works over forty (40) hours in any work week at the request of the principal or immediate supervising administrator, the employee shall be paid on the basis of one and one-half (1½) times the employee's regular rate of pay for the time in excess of forty (40) hours per work week. When a DAEOP bargaining unit member responds to an unexpected and urgent situation that requires the employee to work in excess of the forty-hour (40) work week, the principal or supervising administrator shall authorize overtime for the coverage of that situation.

- 9.4.1 Time worked by an employee on Saturday or Sunday in excess of the forty-hour (40) work week at the request of the principal or immediate supervising administrator, shall be paid at the employee's regular rate of pay plus one-half ($\frac{1}{2}$) times the employee's regular rate of pay.
- 9.4.2 Time worked by an employee on an approved school holiday at the request of the principal or immediate supervising administrator, shall be compensated at the employee's regular rate of pay, plus one and one-half ($1\frac{1}{2}$) times the employee's regular rate of pay.
- 9.4.3 Impacted employees will be given two guarantee interviews for DAEOP positions to which they have applied. Reduced employees will be invited to all DPS priority and internal hiring fairs that include DAEOP positions through the end of the semester.

As educational professionals, Office Support employees are expected to support the general safety, productivity and operations of the school. The leader or DAEOP employee may initiate a discussion on the employee's duties that must be completed within the workday.

- 9.4.4 If there is a public health emergency, as defined by the Colorado Healthy Families and Workplace Act, that directly impacts the working conditions of DAEOP employees, the Association and District agree to meet and confer on topics of mutual interest.

9.4.4.1 Inclement Weather

In the event that the District calls a Weather Delay, classified office professionals required to report to work prior to the delayed schedule will be eligible to be compensated one and one-half (1.5) times the classified office professional's regular rate of pay for the hours worked between report time and delayed schedule.

9.5 Special Staff Duties

- 9.5.1 In the event a clerical special staffing duty is available (i.e., staffing box office, carnival sales, school shows, etc.) after regular work hours, in the evening or on weekends, the clerical staff assigned to that building or office shall be given preference in assignment. Employees shall not be required to work such assignments.

9.5.2 Compensation shall be at the overtime rate of pay for actual hours worked over forty (40).

9.6 Working Conditions

The District recognizes that employees have a right to a non-hostile, professional work environment. If a member of the Association feels that they are being bullied, verbally abused or exposed to other unprofessional conduct or retaliation, they must immediately report the behavior to the Human Resources Department for investigation. The Human Resources Department will investigate the situation and review the results of the investigation with the complainant to the extent necessary and as authorized by Board Policy and applicable law.

9.7 DAEOP/DPS Agreement & Issues Meetings

The DAEOP president (and/or designees), and the DPS Executive Director of Labor Relations (or designee) will conduct a joint meeting to discuss issues and ideas relating to the negotiated agreement and/or other general working conditions.

9.8.1 Meetings will occur monthly, with the ability for more frequent meetings with mutual consent, using a virtual or digital meeting format. DAEOP may also include a staff member or members from the Association to assist in facilitating discussion. The parties may agree to invite additional participants as needed to address issues brought forth for discussion. DAEOP or DPS may request an in-person meeting if a specific need warrants it, and reasonable effort will be made to accommodate.

9.8.2 Every effort will be made by both DAEOP and DPS to schedule meetings at a standing time that accommodates both schedules.

9.8 Diverse Working Environments

In order to increase and/or retain educators of color and support employee diversity, the DAEOP/DPS Agreement & Issues Meetings shall explore annually ways to support diversity in the ESP workforce.

9.9 Duties Assigned

9.9.2 The district will notify the Association of changes made to any DAEOP job description at the following Advisory Council Of Classified Office Professionals meeting.

ARTICLE 10- COMPENSATION

10.1 Salaries

10.1.1 Salaries are negotiated on an annual basis. Updated results of salary negotiations can be found at this link:
<https://hr.dpsk12.org/o/talent/page/employee-associations>.

The Memorandums of Understanding may supersede the contract language in Article 10, as specified in the MOU.

10.1.2 The matter of salary will be subject to negotiations between the parties pursuant to Article 4 of the Agreement.

10.2 Stipends

Stipends will be effective no later than 30 days after submission and approval of the stipend.

10.2.1 *Bilingual Stipends*

10.2.1.1 Employees who are in positions designated by the principal or manager as requiring non-instructional translation skills in another language will be paid a stipend of fifty dollars (\$50.00) per month. The employee will be provided written notice of the designation.

10.2.1.2 Individuals in positions designated by the principal or manager as requiring oral, reading and writing skills and who pass a district designated bi-lingual proficiency test in those areas will be paid a stipend of one hundred dollars (\$100) per month. The employee will be provided written notice of the designation. The District will continue to explore expanding the language proficiency testing available.

10.2.1.3 If the employee passes the test, the district shall reimburse the employee for the cost of the bilingual test in accordance with ELA guidelines.

10.2.1.4 Employees shall be given paid release time to take the test on the first attempt. If the employee fails the test on the first attempt, they may retake the test. The employee will receive retroactive paid release time for the attempt which results in successful completion of the test.

10.2.2 *Medical Stipends*

10.2.2.1 Employees designated by the Principal and delegated by the school

nurse to perform health-related nursing duties will be paid one hundred dollars (\$100) per month. Employees so designated and delegated will be required to meet all training requirements as determined by the school nurse. Delegation and designation may be made for up to one school year at a time. The stipend will cease to be paid, and the corresponding assignment of health-related nursing duties will end, when the employee is undesignated by the principal and/or undelegated by the school nurse and/or moves to another school or department.

10.2.2.1 No bargaining unit employee shall be required to provide services for which they have not been properly trained. Training will be provided to employees before they are required to perform any health-related nursing duties.

10.2.2.3 Designated employees will be required to meet all training requirements as determined by the school nurse and by law. The District shall provide the opportunity for delegates to participate in health office support training, invasive procedures training or one on one training with a school nurse based on the needs of the school.

10.2.2.4 Delegates shall not be held personally liable in accordance with applicable state statutes.

10.2.3 *Pay for Assuming Higher-Level Duties*

All DPS job descriptions have an “other duties as assigned” component. However, there are times where it is necessary to compensate employees for temporarily assuming the additional duties of another employee, while continuing to perform their assigned role. In these situations, employees will be compensated as follows:

Regular employees, who are directed by their supervisor to temporarily perform the duties of a higher level employee for a minimum of eight (8) business days will receive an extra duty rate stipend according to the following schedule:

- OS II to OS III equal to \$4.50 (four dollars and fifty cents) per hour for the hours worked in the assignment.

Regular employees, who are reassigned by their supervisor to temporarily perform in the capacity of any other higher graded position for a minimum of eight (8) business days, will receive an extra duty stipend. Time in position and grade of job will be the determining factors in the amount of pay. In these instances, the HR partner in the Office of Talent will work with the compensation

department to determine the appropriate amount. If the employee/union rep does not feel that the payment is appropriate they may appeal the decision to the Executive Director of Strategy and Support team who will have final say so in the matter.

10.2.3.1 Supervisors of Office Support staff directed to cover assignments at the same level or a lower level for more than eight (8) business shall meet with the employee to discuss the need for overtime for the remainder of the assignment.

10.3 Yearly Increments

Regular yearly increments shall be granted on August 1 of each calendar year unless an employee shall have been initially appointed between May 1 and July 31, in which case the employee shall not advance to the next step until the second August 1 following the date of initial appointment.

10.3.1 While it is the intent of the parties that the economic provisions in this Agreement shall remain in full force and effect during its term, in order to comply with the provisions of the TABOR Amendment and § 22-32-110(5) C.R.S., the provisions of the Agreement relating to salaries and benefits may be reopened by the District in connection with its annual adoption of its budget.

10.4 Longevity Pay

Longevity pay is awarded after the completion of 15 years of continuous DPS service and each five-year period of continuous service thereafter. Effective January 1, 2007, the value of each longevity increment will be increased to \$840 annually for all longevity increments earned on or after January 1, 2007. For 2007, employees currently receiving one or more longevity increments earned prior to 1/1/07 and not scheduled to receive an additional increment in 2007, will receive an additional \$20 per month (\$240 annually), on their anniversary date in 2007, to be added to their most current annual 34 increment. Additional increments earned prior to January 2007 will continue to be paid at the \$600, pre-January 1, 2007, rate.

10.4.1 Anniversary dates of appointment shall be the dates on which longevity increments take effect.

10.4.2 Longevity will be funded by the district and will not come out of the Associations compensation allotment.

10.5 Educational Incentives

The self-improvement program is offered to employees as an incentive to upgrading,

thus encouraging employees to equip themselves for increasing responsibility within the District. Participation in the program is voluntary. At the time an employee requests an increment, any training which has not been previously approved and is over five (5) years old shall not be considered valid for increment credit.-

10.5.1 *Eligibility*

- a. Any annual salaried employee may take approved courses leading to training increment credit. The employee must have completed two (2) full years of employment before receiving credit.
- b. Hourly employees shall be eligible to receive increments for approved training in conformance with the regulations for annual salaried employees. The two-year (2) qualifying condition for payment of increments shall not be applied again to those employees who transfer from hourly to annual salaried positions.

10.5.2 *Payment*

- a. The employee may take a maximum of 4 educational increment credits per year.
- b. For every 4 educational increments earned, the employee will advance a step on the salary schedule.
- c. Employees may only advance a step for educational increment credits once every two years.
- d. Employees may only advance a total of two steps due to educational increment credits in their career

10.5.3 *Requirements*

- a. Any training must have prior approval by the senior Human Resources administrator to be considered valid for credit.
- b. A total of thirty (30) clock hours, or the equivalent in quarter (1/4) or semester hours, shall qualify the employee for one (1) training increment.
- c. Satisfactory completion of courses shall be certified by the instructor. Certificate of Attendance shall be required for credit for workshops.
- d. The employee shall be responsible for keeping all records of each approved course of study, certificates of completion or transcripts. When the total of approved training courses equals thirty (30) clock hours, the employee will furnish certificates of completion of transcripts to the senior Human Resources administrator for evaluation.

10.5.4 Approval of Training/Courses

a. Credit may be granted for courses, training, and/or professional development completed at colleges, universities, business colleges, Emily Griffith Technical College, Colorado Department of Education, CEA CoPilot or other District sources.

1) The employee shall supply to the Department of Human Resources, in advance, such catalogs or brochures necessary for evaluative purposes.

2) Credit shall be assessed by the Department of Human Resources in proportion to semester or quarter (1/4) hours of attendance.

b. Credit for other workshops or seminars may be recommended by the Association and approved by the senior Human Resources administrator or designee. The senior Human Resources administrator or designee may assess the workshop or seminar on the basis of quality of content and clock hours attended beyond duty hours.

10.6 Compensation for Unused Sick Leave at Retirement

Regularly appointed employees who retire through PERA, will be provided compensation for accumulated sick leave days as follows:

- a. When the employee has met the requirements for retirement in the District, that employee shall be eligible for compensation for accumulated sick leave.
- b. The payment shall be calculated by multiplying the annual salary by .0015 times the number of accumulated sick days (annual salary x .0015 x number of accumulated sick days). The payment shall not exceed \$14,000.

10.7 Financial Negotiations Reopener

If additional funding is received by the district through the passage of a statewide or local ballot measure, either the association or the district can request to initiate opening the financial agreement in order to equitably allocate the additional funds.

ARTICLE 11—GROUP BENEFITS

11.1 Benefits

11.1.1 Group Life Insurance

It is recognized by the Board and the Association that the present group life insurance program of the District is a condition of employment affecting all of the annual salaried employees, and cannot be negotiated with any single group. The District shall assume the full payment of the employee's life insurance.

11.1.2 Disability Insurance

Group long-term disability insurance coverage shall be provided for annual salaried employees.

11.1.3 DPS Flex Plan

Employees will be eligible to participate in the DPS flex plan for group health, dental, and vision insurance, and healthcare and dependent care reimbursement accounts. The District will contribute three hundred twenty-three dollars (\$323)- per month for all annual salaried employees in accordance with the following:

11.1.3.1

- A. Employees hired on or after June 1, 2017 will only receive the negotiated benefits allowance when they are enrolled in one of the District's major medical plans. Employees hired prior to June 1, 2017 will continue to be eligible for the negotiated benefits allowance even if they are not enrolled in one of the District's major plans.
- B. All monies saved as a result of this change will be applied to reduce health care costs for employees who are part of the bargaining units that have agreed to this change in the benefits program and who are enrolled in the District's major medical plans.
- C. The finance department will provide the Benefits Board with an annual accounting regarding the savings that resulted from this change to the benefit program.

11.1.4 Long Term Disability Insurance

Employees who have worked for the District ninety (90) days or more will be covered by long-term disability insurance, which will be paid for by the District. This insurance will provide eligible disabled employees with sixty percent (60%) of their salary after a ninety-day (90) elimination period.

11.1.5 Vacation

Annual salaried 220/240-day employees earn vacation days, which total fifteen (15) days per year. Annual salaried 210 day employees earn vacation days, which total five (5) days per year. Vacation time is earned on a monthly basis. In the event that an employee requests and uses earned vacation time which includes a legal or school holiday(s), she/he will not be charged earned accrued vacation for the holiday(s) unless she/he was scheduled to work.

11.1.5.1 Annual salaried employees who have completed fifteen (15) years of active service with the District will be granted thereafter five

(5) days of paid vacation in addition to the fifteen (15) days annual vacation provided in Article 11.1.5 on the anniversary date of their appointment.

11.1.5.2 Vacation is accrued on a monthly basis. Employees may retain up to twice their annual vacation allocation (cap) during any twelve- month (12) period. Any vacation days over the cap must be used by January 14 of each year or be forfeited.

11.1.6 Sick Leave

11.1.6.1 Purpose

Sick leave is provided to give a reasonable amount of protection for employees and the District so that employees will not feel compelled to attend to duties when it is unwise for them to do so. These days shall be used for illness or death in the family or for the illness or death of close relatives or friends.

11.1.6.2 Allowance for Full-Time Employees

Twelve (12) days of sick leave with full pay are allowed for employees whose work year consists of more than forty (40) weeks. Ten (10) days of sick leave with full pay are allowed for employees whose work year consists of forty (40) or fewer weeks. The unused portions of the annual sick leave allowance in any one (1) year may accumulate without limit. An employee reappointed within five (5) years after resignation is given the benefit of any accumulated sick leave which remained to the employee's credit at the time of resignation.

A sick leave bank was established for members of this bargaining unit in September, 1992. Sick Leave Bank guidelines were established by a joint committee including DAEOP and DPS representatives, and may be modified as provided in the Sick Leave Bank guidelines. The Sick Leave Bank is described in Appendix C.

11.1.6.3 Allowance for Continuing Hourly Employees

Hourly employees will receive one (1) hour of sick leave for every 20 hours worked.

11.1.6.4 Each work year, classified office professionals will begin with three days front-loaded to their sick balance prorated by FTE. Regular accrual of sick days will begin on the fourth month of the classified office professional's work year.

11.1.7 Transportation Allowance

11.1.7.1 Employees whose duties require daily travel between two (2) or more schools shall be reimbursed for automobile use. They shall be paid the current District rate per mile for operating costs. Employees who are receiving a transportation allowance shall carry appropriate insurance to meet District requirements.

11.1.7.2 Employees whose duties require less than daily travel between two (2) or more schools shall be reimbursed at the current District rate per mile.

ARTICLE 12—LEAVES OF ABSENCE

12.1 Temporary Leaves of Absence

General Provisions

Classified employees may be granted the following temporary leaves of absence with pay upon written request through the DPS time and attendance system (currently True Pay) to their principal or department head. Except in an emergency, leave requests will be submitted two (2) weeks in advance.

Personal Leave:

- A. A total of two (2) days of leave with full pay during each school year shall be granted to full-time employees (working 40+ hours per week). Hourly employees assigned to duty thirty (30) or more hours per week in the same assignment are ~~also~~ entitled to the two (2)-days' personal leave. Unused personal leave will be converted to sick leave on a yearly basis.

12.2 Extended Leaves of Absence

General Provisions

- A. All requests for leave under this Article shall be submitted to the Office of Talent in writing through the DPS time and attendance system (currently True Pay).
- B. The time on extended leave of absence shall not be figured in computing the probationary period required for continuing services unless otherwise provided by law.
- C. An employee cannot accept other employment while on an extended leave of absence.
- D. No combination of leaves of absence shall exceed one (1) year.
- E. Except to the extent required pursuant to the Family and Medical Leave Act (FMLA), employee benefits will not be provided to an office professional while on an unpaid extended leave of absence.
- F. Sick leave does not accumulate while on leave, except as provided while on military or Corporation for National Service and for National Peace Corps Association program leave of absence.
- G. Military leaves and other permitted absences shall not be regarded as an interruption of the continuity of active service but shall not be includable as active service, except in the case of military leaves as may be otherwise prescribed by law.
- H. Additional Information on leaves can be found on The DPS Commons or in the DPS Employment Practice Manual

12.3 Types of Leaves

Certain employees are eligible for benefits under the Family and Medical Leave Act (FMLA). An employee who is taking FMLA leave because of the employee's own serious health condition or the serious health condition of a family member must use all paid sick, personal and vacation leave (in that order) prior to being eligible for unpaid leave. Paid leave runs concurrently with all leaves and does not extend the duration of the leave.

The District shall, at the time of approving the employee's request for such leave, give the employee written notice specifying which portion of such leave will be designated as FMLA leave. Other provisions of FMLA and District policy may apply to the FMLA portion of the leave. Please see the District's Employment Practice Manual for more information on district FMLA policy.

12.1.1 *Medical Leaves of Absence:*

A. Maternity/Paternity/Parental Leaves

All regularly appointed, annual salaried employees may be granted maternity, paternity and/or adoption leave for up to one (1) year, without pay or increment, when requested in writing. A request for maternity, paternity and/or adoption leave must be presented to the District at least thirty (30) days prior to the date on which the requested leave will commence. Exceptions will be made in the event of unforeseen medical complications. The period of probation for an employee will be extended in accordance with the length of leave of absence.

The employee will remain as part of their school/department staff while on leave. To the extent the vacated position requires a replacement, it will be posted and filled using a placeholder, for the remainder of work year unless the employee indicates he/she will return within 90 days, in which case the position will be filled on a temporary basis until the regular employee returns. In no case will the employee's position with the district be held for more than one (1) year.

A. Family Illness Leave

A leave of absence of up to one (1) year, without pay or increment, may be granted to regularly appointed, annual salaried employees for the purpose of caring for a sick member of the employee's immediate family, as defined under the Family and Medical Leave Act (FMLA) who is suffering from a serious medical condition. The employee will remain as part of their school/department staff while on leave. To the extent the vacated

position requires a replacement, it will be posted and filled using a placeholder for the remainder of the work year, unless the employee indicates he/she will return within 90 days, in which case the position will be filled on a temporary basis until the regular employee returns. In no case will the employee's position with the district be held for more than one (1) year. The period of probation for an employee will be extended in accordance with the length of leave of absence.

B. Extended Personal Illness Leave

Any employee who suffers from a serious medical condition and such condition extends beyond accumulated sick leave allowable, may be granted a leave of absence of up to one (1) year without pay or increment in accordance with applicable law.

1. Request for such leave must be accompanied by a statement from an attending physician that such leave is medically necessary.
2. Request for such leave must also be approved by the Office of Talent. An external consultant may be used, but the District will make the final decision.
3. The employee will remain as part of their school/department staff while on leave. The vacated position will be posted and filled using a placeholder for the remainder of the work year, unless the employee indicates he/she will return within 90 days, in which case the position will be filled on a temporary basis until the regular employee returns.

In no case will the employee's position with the district be held for more than one (1) year. The period of probation for an employee will be extended in accordance with the length of leave of absence.

A. Extended Personal Illness Leave and Coverage by Short and Long-Term Disability Insurance

1. Short-term disability insurance is available to certain members of Colorado PERA. Certain rules and restrictions apply. See <https://www.copera.org>.
2. Long-Term Disability is available through Denver Public Schools to a full-time employee.

- A. Eligibility waiting period: Full time employees are eligible for this benefit upon completion of three months of continuous service. Additionally, you must be off work due to disability for 3 months before payments begin (if approved). See http://hr.dpsk12.org/health_leaves to review the Long Term Disability Insurance handbook.

- B. Employees approved for short or long-term disability insurance will need to do so concurrently with FMLA and/or an extended personal illness leave as described in item 12.3.1-C above. In no case will an employee's position with the district be held for more than one (1) year.

12.3.2 Non-Medical Leaves of Absence

B. Military Leave

Leave for military personnel will be handled in accordance with The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA). As a matter of course the following will apply to all employee utilizing leave under USERRA:

1. Employees who are inducted into the U.S. Armed Forces or who are reserve members of the U.S. Armed Forces or state militia groups will be granted leaves of absence for military service, training or other obligations in compliance with state and federal laws.
2. These employees may use accrued vacation leave but are not required to do so.
3. At the conclusion of the leave, employees generally have the right to return to the same position held prior to the leave or to positions with equivalent seniority, pay and benefits.
4. Employees are requested to notify their supervisors as soon as they are aware of the military obligation. Generally, an employee retains a USERRA right to re-employment as long as the individual's cumulative length of military service does not exceed five years.
5. Questions regarding the District's military leave policy, applicable state and federal laws and continuation of benefits should be

directed to the Office of Talent.

B. Corporation for National Community Service and for National Peace Corps Association Program Leave.

Leave for Corporation for National Community Service and for National Peace Corps Association programs, will be granted, without pay, to any classified employee who has completed at least three (3) years of continuous service, who enlists for a period not to exceed two (2) years. Upon return from such leave, the employee will be placed on the salary schedule at the level which said employee would have achieved had the employee remained actively employed in the system during the period of this absence. National Community Service or National Peace Corps program leave is for one (1) year at a time, and must be renewed for the second year. Employees are credited with regular sick leave allowance during their period of program service.

C. Leave for Candidate for Public Office

Employees have the right to become candidates for public offices and to serve in such offices, unless there is a specific legal prohibition, as in the case of the City and County of Denver. Employees who have completed at least three (3) continuous years of service may be granted a leave of absence without pay or increment, in order to run for, or serve in, public office. Application for leave will be for a determined period of time.

D. Leaves for Study

Classified employees who have completed at least three (3) continuous years of service may be granted, upon request, leaves of up to one (1) year without pay or increment for study, if the study pertains to the work in which the employee is engaged, or would enhance opportunities for promotion to other positions listed on the Salary Schedule for Classified Employees. Transcripts or other pertinent materials are to be turned in on completion of study.

E. Jury Duty

1. Employees shall be granted the necessary time for jury service with full salary.
2. Employees who are subpoenaed or summoned to appear in court in connection with their employment with the District shall be granted the necessary time with full salary.
3. All fees received for service are to be turned in to the

Disbursing Office. Fees earned during holidays or vacations shall be retained by the employee. In the event that an employee reporting to the court is excused for the day, the employee shall report to assigned school or unit for duty within a reasonable time.

F. Additional Leaves

DAEOP employees are eligible for leaves in the DPS Employment Practice Manual in accordance with established guidelines in the DPS Employment Practice Manual.

12.3.3 Employees Returning from Leave

Employees on leaves covered by law, will be returned from leave consistent with the applicable law. Employees on leaves which are not covered by law will be returned to the position they held when they were approved to go on leave.

If an employee's position is subject to reduction while the employee is on leave, the employee will be subject to the processes outlined in Article 6.

ARTICLE 13—JOB SHARING

Job sharing may be requested by regularly assigned office professionals who wish to work only half time. Procedures for assignment to a job sharing position will be available upon request from the Office of Talent.

- 13.1 Application for a job-share position must be made in writing to the Office of Talent.
- 13.2 Salary, benefits, accrued service and other employment entitlements shall be half their usual value, as applicable.
- 13.3 The job-sharing assignment must be approved by the Office of Talent and the school/department where the position is assigned.
- 13.4 Job sharing may be requested by a regularly assigned office professional who wishes to work only half time. Procedures for assignment to a job sharing position will be available upon request from the Office of Talent.

ARTICLE 14—PROPERTY DAMAGE

- 14.1 The District shall assume no responsibility for damage to employees' personal vehicles with the following exception. In the event an employee was within the course and scope of their employment and had parked their vehicle on District property, the District may reimburse the employee for repair or replacement costs not to exceed \$350.00 per incident for damage to the vehicle sustained as the result of mischief or vandalism. The District will not reimburse employees for damage which resulted from the negligence of the employee. Reimbursement will be in accordance with District and Risk Management policies and procedures.
- 14.2 The District shall assume no responsibility for damage to or loss of employees' personal property with the following exception. In the event an employee was within the course and scope of their employment, and had their clothing, purses/wallets, prescription eyeglasses or personal electronic devices damaged, or destroyed, or stolen as a result of mischief, vandalism, or other workplace hazard. The District may reimburse the employee up to \$350.00 per incident. The District will not reimburse employees for damage or destruction which resulted from the negligence of the employee. Reimbursement will be in accordance with District and Risk Management policies and procedures
- 14.3 The maximum dollar amount of claims that will be processed for reimbursement for losses occurring in the period September 1, 2025 through August 31, 2028 shall be ten thousand dollars (\$10,000). Completed claims will be reimbursed on a first come, first served basis. The ten thousand dollars (\$10,000) is to be used solely for losses and is not negotiable.

ARTICLE 15– PROFESSIONAL BEHAVIOR

- 15.1 Educators are expected to comply with rules, regulations, and directions adopted by the Board or its representatives which are not inconsistent with the express provisions of this Agreement, except that an employee may refuse to carry out an order which reasonably threatens their physical safety.
- 15.2 Educators are expected to use appropriate channels of communication for comments, suggestions, grievances and other professional matters. Such channels include normal administrative channels, the grievance procedure, appropriate school committees, DAEOP organization representatives, and negotiations.
- 15.3 The District affirms the principles that educators have the full rights and responsibilities of citizenship and that an educator's private life and activities are not an appropriate concern of the District, except to the extent that they violate District policy or are grounds for dismissal under Colorado statutes.
- 15.3.1 Educators have the right, except as otherwise provided by law, to engage in political activity, to campaign on behalf of candidates for public office, and

to themselves seek, campaign for, and hold public office. However, these activities must be conducted outside school hours and must not interfere with the effective accomplishment of their professional duties.

- 15.4 The District and the Association affirm that diverse perspectives are part of a democratic society. All employees are expected to act in accordance with the values of the District. All employees are encouraged to identify and respond to microaggressions, dilemmas regarding ethics, integrity and or equity through difficult conversations which may not be comfortable. Discussions amongst employees are appropriate, valued, and serve as a tool to counter implicit bias.
- 15.5 The Board, educators, and administrators encourage one another to exemplify the highest standards of professional integrity and excellence to become outstanding role models for all students.
- 15.6 Every educator and administrator is expected to exhibit sensitivity to marginalized and ethnic-minority persons and to promote the success of students from marginalized and multicultural/multi-ethnic backgrounds.
- 15.7 Every educator and administrator is expected to treat all members of the school community with dignity and respect regardless of sexual orientation, gender identity, or transgender status. Students and staff have the right to be addressed by their pronouns and chosen name, and no educator or administrator shall knowingly refuse to address a student or staff member by their pronouns or chosen name.
 - 15.7.1 Dead-naming, or refusal to use an individual's pronouns, may be submitted to the DPS Discrimination Prevention & Response (DPR) process. For the purpose of this agreement, 'dead name' refers to a name that a person no longer uses.

APPENDIX A—FORMER NEGOTIATIONS UNIT JOB TITLES

Accountant III		
Assistant Buyer	Clerk, Senior I	Office Support I – 220-Day
Assistant Timekeeper I	Clerk, Senior I 200-Day	Office Support II – 200-Day
Assistant Timekeeper II	Clerk, Senior II	Office Support II – 220-Day
Assistant Timekeeper III	Clerk, Senior II – 200-Day	Office Support III – 200-Day
Bookkeeper I	Clerk, Hourly – Day	Office Support III – 220-Day
Bookkeeper I – 220-Day	Clerk, Hourly – Evening	Secretary I – 200-Day
Bookkeeper II	Clerical, Hourly	Secretary I – 220-Day
Bookkeeper II – 220-Day	Clerical, Special Assignment	Secretary I – 240-Day
Bookkeeper III	Data Entry I	Secretary I – Periodic
Business Machine Operator	Data Entry II	Secretary I FWY – 200-Day
Assistant/Multilith	Data Processor I	Secretary II – 200-Day
Business Machine Operator	Data Processor II	Secretary II – 220-Day
Head/Multilith	Data Processor II, Hourly	Secretary II – 220-Day
Business Machine Operator	Data Processor, Lead	Secretary II – 240-Day
Buyer I	Data Processor II – 200-Day	Secretary II – Periodic
Buyer II	Data Processor II – 220-Day	Secretary III
Buyer Assistant	Financial Clerk I	Secretary IV
Clerk	Financial Clerk II	Secretary V
Clerk, Hourly (part-time)	Input/output Head	Service Center Coordinator
Clerk, 200-Day	Key Entry Head	Stores Ledger Specialist
Clerk, 220-Day	Library Technician I	Supply Clerk
Clerk, Accounts Payable I	Library Technician II	Training Technician
Clerk, Accounts Payable II	Mail Room Head	Training Technician I
Clerk, Code	Management Relations Assistant	Typist, Bid
Clerk, Mail Room I	Office Services I	
Cler, Mail Room II	Office Support I	
Clerk, Purchasing I	Office Support I, hourly	
Clerk, Purchasing II	Office Support I – 200-Day	

APPENDIX B—SICK LEAVE BANK GUIDELINES

The Sick Leave Bank will be continued under guidelines and procedures developed and administered by the Benefits Board and approved by the District and the Association. Employees may choose to enroll in or opt out of the Bank during open benefits open enrollment of any year. New hires can also enroll within 30 days of hire.

Sick Leave Bank Guidelines and Procedures

Sick Leave Bank (SLB) Summary

The purpose of the SLB is to provide eligible employees, who have exhausted all of their accumulated paid leave (excluding Personal Days) and would otherwise be on unpaid leave, the means of obtaining additional paid sick days upon proper approval. The SLB allows eligible employees time to be restored to health so that they may return to work. It is not the intent of the SLB to provide additional days off for elective surgery.

Usage of SLB must be for a member's personal illness and not for the illness of family members. SLB will only be granted for circumstances that initially require five or more full days of consecutive absence.

Newly hired employees eligible to accrue sick leave have 30 days from their start date to enroll in the Sick Leave Bank. Enrollment is done online through the [DPS Benefits Enrollment Site](#) as part of the new hire benefits enrollment process. Sick Leave Bank will take effect on the first day of the month following the new employee's official start date.

The annual Benefits Open Enrollment period in late April/early May is the only other opportunity for employees to opt-out of or enroll in the program with an effective date of July 1st.

All members will be required to contribute 1 (one) sick leave day annually in November. If one sick day is not available, membership will end effective November 1st.

All members will have a maximum of 40 sick leave days available for use, per year.

Administration

DPS employees established the SLB out of a desire to assist fellow colleagues who were in need due to illness or injury. The days in the bank have been donated by members for the benefit of other members. Ongoing contributions by members of personal accumulated sick days maintains the SLB. The SLB will continue under the guidelines and procedures developed and administered by the Benefits Board, and approved by DPS and the participating employee associations.

Eligibility

All benefits eligible DPS employees working 20 hours or more (.50 FTE) who accrue sick time will be eligible for 40 days (320 hours) of Sick Leave Bank prorated by FTE. For employees working less than 1.0 FTE, 40 day will be provided, prorated by the FTE at time of

leave. The following employee groups are not eligible to participate in the sick leave bank: Active Retired (AR), Active Student (AS), Active, Not Benefits Eligible (AN).

Annual Benefits Open Enrollment

- All eligible employees not currently enrolled in the SLB will have the opportunity to enroll in the program during Open Enrollment in late April/early May, with an effective date of July 1.
- All new members must have one sick leave day accumulated as of October 31 following enrollment in order to join the SLB. If an employee does not have the one day (8 hours) to donate, he or she will be removed from the bank effective 11/1 and will be eligible to enroll again the following open enrollment period.
- All eligible employees currently enrolled in the SLB will have the option to opt-out of the SLB during Open Enrollment, with an effective date of July 1.
- All newly hired eligible employees will be able to enroll or waive the sick leave bank through the online benefits enrollment site located on the Commons. If an employee does not complete online enrollment within 30 days of their start date, they will be enrolled in the sick leave bank.

Continuing Membership

- Members will have one personal accumulated sick leave day automatically deducted annually as a condition of continued membership (reflected on the 2nd paycheck in November).
- Previously contributed days cannot be returned to members for any reason.
- Employees that do not have one day of sick accumulated to donate to the Sick Leave Bank on October 31 will be unenrolled and will have to re-enroll the following spring during annual Open Enrollment.
- Membership for eligible employees shall continue until revoked by the member during annual Open Enrollment, with changes effective July 1.
- When an employee utilizes hours from his or her sick leave bank, the bank will be replenished to its full amount one year from the date the first day of sick leave bank was used, pending a deduction was made in November.

Application for Health Leave and SLB Day Usage

- When applying for medical leave, employees must submit a request and attach a Medical Certification form through [TruePay](#). For information on requesting a leave and to obtain the Medical Certification form [click here](#).
- Available Sick Leave Bank days will automatically be applied to the member's approved personal illness/injury leave. If the leave extends beyond the time the employee has exhausted all other paid leave accrual (sick and vacation – in that order). Personal days may be requested to use during a leave, by contacting Payroll at 3-3900 extension #2.

Guidelines

The following are the specific guidelines which Human Resources will use when determining the merit of an application and the distribution of SLB days:

1. The applicant's own paid leave accumulation (sick and vacation) must be exhausted before the applicant is eligible to draw from the SLB. Future sick leave will not be advanced during the school year.
2. If a member is currently on a Board-Approved or other personal leave, requests for SLB day usage will not be considered.
3. SLB days will only be granted for circumstances that initially require five or more full school/work days of consecutive absences.
4. No applicant will be granted more than 40 days per twelve month period. Each member's 12-month period begins with the first SLB day used.
5. Individuals who use the maximum number of SLB days within a 12-month period are not eligible for SLB day usage for one full year (i.e. Joe used his maximum SLB days with his first usage on Dec. 1, 2018. He would not be eligible to receive additional SLB days until Dec. 1, 2019.)
6. SLB days will be granted in the amount needed to extend paid status as close to the last day of the leave as possible, but no more than the appropriate annual maximum. The leave length and return to work date is defined by approved personal illness leave.
7. Disability due to pregnancy will be treated as any other disability. Sick Leave Bank can be applied for healing time during the first 6-8 weeks (depending on type of delivery). Sick Leave Bank days cannot be used during the "baby bonding" portion of a maternity leave.
8. SLB days will not be used in lieu of disability retirement.
9. SLB days will not be granted for elective surgery that could be scheduled during designated vacation periods or for treatment plans that could be scheduled outside normal work hours.
10. Members who are receiving temporary disability payments from the Workers' Compensation Insurance Fund, Short-term Disability, or Long-term Disability are not eligible to receive SLB days.
11. Members who are receiving payments from a third party as a result of an accidental bodily injury or sickness caused by the negligence or wrong-doing of a third party shall not be eligible to receive SLB days.
12. The SLB may be used only by the individual member for his or her own personal illness/injury and not for the illness of family members or to care for a newborn.
13. Approved SLB days will be granted to the member at their usual daily rate of pay. No

- employee shall receive more than his or her annual salary as a result of SLB assistance.
14. All granted but unused days must be returned to the SLB.
 15. The first 12 weeks of the Family Medical Leave Act Leave (FMLA) runs concurrently with the personal accumulated days and SLB days. Any employee who has been absent three or more consecutive days must provide medical validation and must use all paid sick and vacation leave prior to being eligible for unpaid leave.

Appeal Process

Should Leave personnel have cause to believe an member may be drawing SLB days in violation of the Guidelines and Procedures, that employee shall be notified in writing by the Health Leave personnel and accorded an opportunity to appeal. The member can appeal in writing to Health Leave personnel within 10 working days of receipt of notification. A committee made up of Human Resources and employee association representation will review the case and the majority decision of the committee will be final. Any member found in violation shall be required to repay all obtained days and will be prohibited from re- enrolling in SLB for a period of two years.

APPENDIX C—SALARY SCHEDULE

2025-26 Denver Public Schools DAEOP Salary Schedule

Effective August 1, 2025

Job Code	Job Title	Grade
7330	Accounting Technician	1
7854	Office Support II	1
7540	Office Support II, Hourly	1
7692	Accountant I	2
7452	Library Technician	2
7773	Welcome Desk Associate	2
7305	Accounting Technician II	3
7804	Accounts Payable Specialist	3
9411	Accounts Receivable Specialist	3
7883	Facilities First Call Center Technician	3
1604	Accountant II	4
7696	Buyer	4
7855	Office Support III	4
7541	Office Support III, Hourly	4
7491	Payroll Technician III	4

Step	1	2	3	4
1	\$22.880	\$25.480	\$26.520	\$27.560
2	\$23.296	\$25.948	\$27.009	\$28.070
3	\$23.712	\$26.416	\$27.498	\$28.579
4	\$24.128	\$26.884	\$27.986	\$29.089
5	\$24.544	\$27.352	\$28.475	\$29.598
6	\$24.960	\$27.820	\$28.964	\$30.108
7	\$25.376	\$28.288	\$29.453	\$30.618
8	\$25.792	\$28.756	\$29.942	\$31.127
9	\$26.208	\$29.224	\$30.430	\$31.637
10	\$26.624	\$29.692	\$30.919	\$32.146
11	\$27.040	\$30.160	\$31.408	\$32.656
12	\$27.456	\$30.628	\$31.897	\$33.166

APPENDIX D—FINANCIAL AGREEMENT

2025-2026 DAEOP Financial Agreement

The SY25-26 financial agreement represents a 3.00% total increase inclusive of COLA and steps.

- Effective August 1, 2025, the District will apply a 1.45% cost-of-living adjustment (COLA) to the salary schedule.
- Effective August 1, 2025, eligible employees will receive a step increase (1.55%).

2026-2027 DAEOP Financial Agreement

- Effective August 1, 2026, the District will apply a cost-of-living adjustment (COLA) as defined below:
 - $COLA = (CPI + .75\%) - \text{Step Cost Percentage}$, where CPI is the CPI used in the School Finance Act.
- Effective August 1, 2026, eligible employees will receive a step increase.

2027-2028 DAEOP Financial Agreement

- Effective August 1, 2027, the District will apply a cost-of-living adjustment (COLA) as defined below:
 - $COLA = (CPI + .75\%) - \text{Step Cost Percentage}$, where CPI is the CPI used in the School Finance Act.
- Effective August 1, 2027, eligible employees will receive a step increase.

APPENDIX E– 2025-2026 PROFESSIONAL DEVELOPMENT M.O.U.

MEMORANDUM OF UNDERSTANDING BETWEEN DENVER PUBLIC SCHOOLS

AND
DENVER ASSOCIATION OF EDUCATIONAL OFFICE PROFESSIONALS

2025-2026 Professional Development MOU

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 have a shared interest in having the best trained and prepared employees;
2. WHEREAS, the Parties recognize the unique position of DAEOP employees and their roles in Schools and Departments;
3. WHEREAS, the Parties understand the complexity of student contact days, multiple supervisors, multiple departments;
4. THEREFORE, the parties agree to establish a joint year long work group on Professional Development.
 - a. The work group will consist of 2 members from DPS and 2 members from DAEOP.
 - b. The work group will be responsible for reviewing current professional development content, current professional development practices, and explore new professional development possibilities.
 - c. In addition, the work group will review current educational increment course catalog options, and develop a list of courses and/or professional development opportunities that may qualify for education increments.
 - d. The work group will meet monthly starting in August of 2025 and will present the work group’s initial findings to relevant stakeholders/decision makers in April of 2026.
 - e. The relevant stakeholders/decision makers will review and respond to the initial findings of the work group in writing to the work group prior to the end of June 2026. The relevant stakeholder/decision maker response will include the feasibility of implementing the findings of the workgroup.
 - f. The work group will continue to meet in order to present final findings to the relevant stakeholders/decision makers.



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