

## FIRST AMENDATORY AGREEMENT

**THIS FIRST AMENDATORY AGREEMENT** is made and entered into by and between the **CITY AND COUNTY OF DENVER**, a municipal corporation of the State of Colorado (the “City”) and **SCHOOL DISTRICT NO. 1 IN THE CITY AND COUNTY OF DENVER AND THE STATE OF COLORADO**, a political subdivision of the State of Colorado (the “Contractor”), jointly “the parties.”

### RECITALS

**A.** The Parties entered into an Agreement dated August 30, 2024 (collectively the “Agreement”) for the performance of certain work set forth in that Agreement and the exhibits thereto; and

**B.** The Parties wish to amend the Agreement to increase the maximum contract amount.

**NOW, THEREFORE**, the parties hereby amend the Agreement as follows:

**1.** All references to “Exhibit B” in the existing Agreement shall be amended to read: “Exhibit B and Exhibit B-1, as applicable.” The budget document marked as Exhibit B-1 is attached hereto and incorporated herein by this reference.

**2.** Section 7.D. of the Agreement entitled “**Maximum Contract Amount**” is amended to read as follows:

“(1) Notwithstanding any other provision of the Agreement, the City’s maximum payment obligation will not exceed **THREE MILLION SIX HUNDRED FORTY THOUSAND FOUR HUNDRED TWENTY-EIGHT DOLLARS AND SIXTY-FIVE CENTS (\$3,640,428.65)** (the “Maximum Contract Amount”). The City is not obligated to execute an Agreement or any amendments for any further services, including any services performed by Contractor beyond that specifically described in **Exhibit A**. Any services performed beyond those in **Exhibit A** are performed at Contractor’s risk and without authorization under the Agreement.”

**3.** Section 7.F. of the Agreement entitled “**Non-Federal Share Match**” is amended to read as follows:

“The Contractor will contribute a match of at least twenty percent (20%) of the Maximum Contract Amount from non-federal funds through cash or in-kind contributions of services or property. Values for non-federal in-kind contributions of services and property will be established in accordance with applicable federal law, regulations, cost principles, or as otherwise

determined by an appropriate federal agency. Contractor's total non-federal match contribution (cash and in-kind services or property) under this Agreement will be at least **SEVEN HUNDRED TWENTY-EIGHT THOUSAND EIGHTY-FIVE DOLLARS AND SEVENTY-THREE CENTS (\$728,085.73)** as set forth in more detail in **Exhibit A**. The Contractor will report in writing to the City, within thirty (30) calendar days from the date of receipt thereof, any cash or other funds to be applied toward the non-federal match that Contractor receives. Contractor will be responsible for documenting and maintaining accurate records to the reasonable satisfaction of the City of both Contractors' non-federal share contributions and the contributions of Subdelegates and any Vendor designated by the Director. Such contributions will be recorded on each expenditure variance report and in written reports forwarded to the City on a monthly basis. Each monthly report will list all contributions provided by Contractor and/or its Subdelegates and/or any Vendor for each respective quarter and will list the total amount of contributions made as of the date of the monthly report.”

4. Except as herein amended, the Agreement is affirmed and ratified in each and every particular.

5. This First Amendatory Agreement will not be effective or binding on the City until it has been fully executed by all required signatories of the City and County of Denver, and if required by Charter, approved by the City Council.

**[SIGNATURE PAGES FOLLOW]**

**Contract Control Number:** MOEAI-202476982-01: LEGACY: MOEAI-202474473-01  
**Contractor Name:** SCHOOL DISTRICT NO. 1 IN THE CITY AND COUNTY OF DENVER AND STATE OF COLORADO,

IN WITNESS WHEREOF, the parties have set their hands and affixed their seals at Denver, Colorado as of:

**SEAL**

**CITY AND COUNTY OF DENVER:**

**ATTEST:**

By:

\_\_\_\_\_

\_\_\_\_\_

**APPROVED AS TO FORM:**

**REGISTERED AND COUNTERSIGNED:**

Attorney for the City and County of Denver

By:

By:

\_\_\_\_\_

\_\_\_\_\_

By:

\_\_\_\_\_

**Contract Control Number:** MOEAI-202476982-01: LEGACY: MOEAI-202474473-01  
**Contractor Name:** SCHOOL DISTRICT NO. 1 IN THE CITY AND  
COUNTY OF DENVER AND STATE OF COLORADO,

By:  \_\_\_\_\_  
4C339FF7C2FB49F...

Name: Jose Paz  
(please print)

Title: Delegate Director  
(please print)

ATTEST: [if required]

By: \_\_\_\_\_

Name: \_\_\_\_\_  
(please print)

Title: \_\_\_\_\_  
(please print)



# Denver Public Schools

## Head Start

### Budget (including COLA) Narrative for 2024-2025

## Application





**Denver Public Schools Head Start projected Budget Narrative 2024-2025 (included a permanent 2.35% COLA increase):**

A. Personnel is comprised of the following (see the chart below):

- Child Health and Development Services Personnel:
  - 1 Content Area Expert - Education and Disability - at the Negotiated Contract cost of \$21,060 (0.25FTE), plus a permanent COLA increase of 2.35%, in the amount of \$495, totaling \$21,555 and non-federal share at \$5,388 for Education; 21,061 (0.25FTE), plus a permanent COLA increase of 2.35%, in the amount of \$495, totaling \$21,556 and non-federal share at \$5,389 for Disabilities Services.
  - 22 Teachers at the Negotiated Contract cost of \$908,836 plus a permanent COLA increase of 2.35%, in the amount of \$21,357, totaling \$930,193; plus an extra pay in the amount of \$1,692 + the remaining COLA amount of \$4,050 for the home visits, extra pay totaling \$5,742, making the teachers totaling \$935,935 (10.5 FTEs) and non-federal share at \$233,984;
  - 22 Paraprofessionals at the Negotiated Contract cost of \$335,771, plus a permanent COLA increase of 2.35%, in the amount of \$7,887, totaling \$343,658 including stipend of \$4,047, totaling for paras \$347,705 (10.5 FTEs) and non-federal share at \$86,926.
  - 2 Health Specialists at the Negotiated Contract cost of \$74,366 (1.0 FTEs), plus a permanent COLA increase of 2.35%, in the amount of



- \$1,749, totaling \$76,115; plus 1 Health and Mental Health Services Supervisor at the Negotiated Contract cost of \$40,997 (0.50 FTE), plus a permanent COLA increase of 2.35%, in the amount of \$964, totaling \$41,961; health team totaling \$118,076 (1.5FTEs) and non-federal share at \$29,519;
- Teacher Substitutes at the Negotiated Contract cost of \$10,912 and non-federal share at \$2,728;
  - Family and Community Partnerships Personnel:
    - 1 Family Services Manager at the Negotiated Contract cost of \$40,001 (0.50 FTE), plus a permanent COLA increase of 2.35%, in the amount of \$940, totaling \$40,941 and non-federal share at \$10,235;
    - 9 Family Liaison Specialists at the Negotiated Contract cost of \$229,718 (4.5 FTEs), plus a permanent COLA increase of 2.35%, in the amount of \$5,401, totaling \$235,119; plus 1 Family Liaisons' Team Lead at \$29,161 (0.5 FTE), plus a permanent COLA increase of 2.35%, in the amount of \$686, totaling \$29,847; family liaisons team totaling \$264,966 and non-federal share at \$66,241.50.
  - Program Design and Management Personnel:
    - 1 Head Start Director at a cost of \$55,515 (0.50 FTEs), plus a permanent COLA increase of 2.35%, in the amount of \$1,305, totaling \$56,820 and non-federal share at \$14,205;

EXHIBIT B-1



- 2 Clerical Personnel at a cost of \$34,241 (0.7 FTE), plus a permanent COLA increase of 2.35%, in the amount of \$805, totaling \$35,046 and non-federal share at \$8,762;
- 1 Fiscal personnel at a cost of \$36,407 (0.50 FTE), plus a permanent COLA increase of 2.35%, in the amount of \$856, totaling \$37,263 and non-federal share at \$9,316;
- Other Personnel:
  - 1 Other Personnel (Operations Coordinator - Data Support) at a cost of \$18,226 (0.3 FTE), plus a permanent COLA increase of 2.35%, in the amount of \$428, totaling \$18,654 and non-federal share at \$4,663.50;

**Personnel total is \$1,862,011, plus a permanent COLA increase of 2.35%, in the amount of \$47,418, totaling \$1,909,429 (please see the below tables for details) with NFS of \$477,357, totaling \$2,386,786.**



EXHIBIT B-1



Teachers' Salary (DCTA)					
	Percentage Paid by Head Start	2024-2025 Head Start Salary Forecast	COLA 2024-2025 (permanent 2.35%)	Total	Non-Federal share
Teacher	50%	\$45,807.00	\$1,076.00	\$46,883.00	\$11,720.75
Teacher	50%	\$29,533.00	\$694.00	\$30,227.00	\$7,556.00
Teacher	50%	\$46,666.00	\$1,097.00	\$47,763.00	\$11,940.75
Teacher	50%	\$36,617.00	\$860.00	\$37,477.00	\$9,369.25
Teacher	25%	\$25,376.00	\$596.00	\$25,972.00	\$6,493.00
Teacher	25%	\$23,468.00	\$551.00	\$24,019.00	\$6,004.75
Teacher	50%	\$43,986.00	\$1,034.00	\$45,020.00	\$11,255.00
Teacher	50%	\$46,935.00	\$1,103.00	\$48,038.00	\$12,009.50
Teacher	50%	\$37,600.00	\$884.00	\$38,484.00	\$9,621.00
Teacher	50%	\$50,751.00	\$1,193.00	\$51,944.00	\$12,986.00
Teacher	50%	\$50,751.00	\$1,193.00	\$51,944.00	\$12,986.00
Teacher	50%	\$35,041.00	\$823.00	\$35,864.00	\$8,966.00
Teacher	50%	\$37,600.00	\$884.00	\$38,484.00	\$9,621.00
Teacher	50%	\$52,934.00	\$1,244.00	\$54,178.00	\$13,544.50
Teacher	50%	\$53,976.00	\$1,268.00	\$55,244.00	\$13,811.00
Teacher	50%	\$33,205.00	\$780.00	\$33,985.00	\$8,496.25
Teacher	50%	\$53,976.00	\$1,268.00	\$55,244.00	\$13,811.00
Teacher	50%	\$32,685.00	\$768.00	\$33,453.00	\$8,363.25
Teacher	50%	\$53,976.00	\$1,268.00	\$55,244.00	\$13,811.00
Teacher	50%	\$35,138.00	\$826.00	\$35,964.00	\$8,991.00
Teacher	50%	\$52,363.00	\$1,231.00	\$53,594.00	\$13,398.50
Teacher	50%	\$30,452.00	\$716.00	\$31,168.00	\$7,792.00
Substitute Teachers	N/A	\$10,912.00	\$0.00	\$10,912.00	\$2,728.00
Teacher extra pay (remaining COLA for Home visits)	N/A	\$1,692.00	\$4,050.00	\$5,742.00	\$1,435.50
Head Start Nurse	50%	\$54,866.00	\$1,290.00	\$56,156.00	\$14,039.00
Coordinator, Head Start Health & Wellness	50%	\$19,500.00	\$459.00	\$19,959.00	\$4,989.75
<b>TOTAL</b>		<b>\$995,806.00</b>	<b>\$27,156.00</b>	<b>\$1,022,962.00</b>	<b>\$255,740.00</b>

EXHIBIT B-1



Protech Salary (non-union)	Percentage Paid by Head Start	2024-2025 Head Start Salary Forecast	COLA 2024-2025 (permanent 2.35%)	Total	Non-Federal share
Manager, Head Start Family Services	50%	\$40,001.00	\$940.00	\$40,941.00	\$10,235
Team Lead, Family Liaisons	50%	\$29,161.00	\$686.00	\$29,847.00	\$7,462
Supervisor, Head Start Health & Wellness	50%	\$40,997.00	\$964.00	\$41,961.00	\$10,490
Director, DPS Head Start	50%	\$55,515.00	\$1,305.00	\$56,820.00	\$14,205
Coordinator, Operations-Data	30%	\$18,226.00	\$428.00	\$18,654.00	\$4,664
Program specialist, Education & Disability	50%	\$42,121.00	\$990.00	\$43,111.00	\$10,778
Senior Budget analyst	50%	\$36,407.00	\$856.00	\$37,263.00	\$9,316
Family Liaison	50%	\$25,920.00	\$609.00	\$26,529.00	\$6,632
Family Liaison	50%	\$23,220.00	\$546.00	\$23,766.00	\$5,942
Family Liaison	50%	\$26,460.00	\$623.00	\$27,083.00	\$6,771
Family Liaison	50%	\$25,445.00	\$598.00	\$26,043.00	\$6,511
Family Liaison	50%	\$26,354.00	\$620.00	\$26,974.00	\$6,744
Family Liaison	50%	\$27,175.00	\$640.00	\$27,815.00	\$6,954
Family Liaison	50%	\$25,888.00	\$608.00	\$26,496.00	\$6,624
Family Liaison	50%	\$24,956.00	\$586.00	\$25,542.00	\$6,386
Family Liaison	50%	\$24,300.00	\$571.00	\$24,871.00	\$6,218
<b>TOTAL</b>		<b>\$492,146.00</b>	<b>\$11,570.00</b>	<b>\$503,716.00</b>	<b>\$125,929.00</b>

EXHIBIT B-1



Clerical Salary (DAEOP)					
	Percentage Paid by Head Start	2024-2025 Head Start Salary Forecast	COLA 2024-2025 (permanent 2.35%)	Total	Non-Federal share
Coordinator, Operations-Clerical	20%	\$12,151.00	\$286.00	\$12,437.00	\$3,109
Office Support II	50%	\$22,090.00	\$519.00	\$22,609.00	\$5,652
<b>Total</b>		<b>\$34,241.00</b>	<b>\$805.00</b>	<b>\$35,046.00</b>	<b>\$8,762.00</b>

EXHIBIT B-1



Para Salary and Benefits (PARA)					
	Percentage Paid by Head Start	2024-2025 Head Start Salary Forecast	COLA 2024-2025 (permanent 2.35%)	Total	Non-Federal share
Paraprofessional	50%	\$15,847.00	\$372.00	\$16,219.00	\$4,055
Paraprofessional	50%	\$15,550.00	\$365.00	\$15,915.00	\$3,979
Paraprofessional	50%	\$15,550.00	\$365.00	\$15,915.00	\$3,979
Paraprofessional	50%	\$15,847.00	\$372.00	\$16,219.00	\$4,055
Paraprofessional	50%	\$18,228.00	\$429.00	\$18,657.00	\$4,664
Paraprofessional	50%	\$16,443.00	\$387.00	\$16,830.00	\$4,208
Paraprofessional	50%	\$15,550.00	\$365.00	\$15,915.00	\$3,979
Paraprofessional	50%	\$16,145.00	\$379.00	\$16,524.00	\$4,131
Paraprofessional	50%	\$15,550.00	\$365.00	\$15,915.00	\$3,979
Paraprofessional	50%	\$15,847.00	\$372.00	\$16,219.00	\$4,055
Paraprofessional	25%	\$7,924.00	\$186.00	\$8,110.00	\$2,028
Paraprofessional	25%	\$7,924.00	\$186.00	\$8,110.00	\$2,028
Paraprofessional	50%	\$16,443.00	\$387.00	\$16,830.00	\$4,208
Paraprofessional	50%	\$15,847.00	\$372.00	\$16,219.00	\$4,055
Paraprofessional	50%	\$16,443.00	\$387.00	\$16,830.00	\$4,208
Paraprofessional	50%	\$15,847.00	\$372.00	\$16,219.00	\$4,055
Paraprofessional	50%	\$15,847.00	\$372.00	\$16,219.00	\$4,055
Paraprofessional	50%	\$16,443.00	\$387.00	\$16,830.00	\$4,208
Paraprofessional	50%	\$15,847.00	\$372.00	\$16,219.00	\$4,055
Paraprofessional	50%	\$15,847.00	\$372.00	\$16,219.00	\$4,055
Paraprofessional	50%	\$15,847.00	\$372.00	\$16,219.00	\$4,055
Paraprofessional	50%	\$15,252.00	\$358.00	\$15,610.00	\$3,903
Paraprofessional	50%	\$15,550.00	\$365.00	\$15,915.00	\$3,979
Para Stipend (meet requirement or enrolled)	N/A	\$4,047.00	\$0.00	\$4,047.00	\$1,012
<b>TOTAL</b>		<b>\$339,818.00</b>	<b>\$7,887.00</b>	<b>\$347,705.00</b>	<b>\$86,926.00</b>
<b>GRAND TOTAL</b>		<b>\$1,862,011.00</b>	<b>\$47,418.00</b>	<b>\$1,909,429.00</b>	<b>\$477,357.00</b>



B. Fringe Benefits is comprised of the following:

- Social Security, State Disability and Unemployment, Worker's Compensation, State Unemployment at the Negotiated Contract cost of \$119,215, plus a permanent COLA increase of 2.35%, in the amount of \$2,979, totaling \$122,194 and non-federal share at \$30,548;
- Health/Dental/Life Insurance at the Negotiated Contract cost of \$199,694, plus a permanent COLA increase of 2.35%, in the amount of \$4,990, totaling \$204,684 and non-federal share at \$51,170;
- Retirement at the Negotiated Contract cost of \$119,215, plus a permanent COLA increase of 2.35%, in the amount of \$2,979, totaling \$122,194 and non-federal share at \$30,549;
- Medicare fringe at the Negotiated Contract cost of \$119,215, plus a permanent COLA increase of 2.35%, in the amount of \$2,979, totaling \$122,194 and non-federal share at \$30,549;

**Fringe Benefit total is \$557,339, plus a permanent COLA increase of 2.35%, in the amount of \$13,927, totaling \$571,266 with NFS of \$142,816, totaling \$714,082.**

C. Travel is comprised of the following:

- There is no conference travel projected in 2024-2025.

D. Equipment is comprised of the following:

- There are no equipment costs projected over the \$5,000 threshold in 2024-2025.



E. Supplies is comprised of the following:

- General office supplies are projected at \$13,040 for administration and program supply costs and non-federal share at \$3,260 including but not limited to office supplies, copying costs, staff development supplies, books, replacement and new technology purchases under \$5,000, etc.
- Program materials and supplies at \$38,510.27, plus \$0.65 from COLA, totaling \$38,510.92 for classrooms and non-federal share at \$9,628 including but not limited to developmentally appropriate toys, books, games, etc., all for student use in the classroom.
- There are no Food Service Supplies costs budgeted for 2024-2025.
- There are no Other Supplies costs budgeted for 2024-2025.

**Supplies total is \$51,550.92 with NFS of \$12,888, totaling \$64,438.92.**

F. Contractual is comprised of the following:

- Nutritional services at \$59,312. All of our Head Start classroom staff members that are required to model family style dining with the students, have meals provided and paid for by the grant. Non-federal share at \$14,828.
- The Colorado Network services at \$2,121. We contract for translation services for the 2024-2025 academic year. Non-federal share at \$530.
- Multicultural Outreach Office interpreter services at \$2,419. Non-federal share \$605.

**Contractual total is \$63,852 with NFS of \$15,963, totaling \$79,815.**



G. Construction is comprised of the following:

- There are no construction costs budgeted for 2024-2025.

H. Other is comprised of the following:

- Local travel (including but not limited to monthly bus passes, RTD ride ticket books and mileage) is projected at \$23,009 and non-federal share of \$5,752 for parents use (for example, homeless families to transport their children to and from school) as determined by the FLS Manager. See 45 CFR 1310.10(a);
- Parent Policy Committee budget of \$12,000 (for supplies, travel, conferences, etc.) and non-federal share at \$3,000; and
- Training and Technical Assistance (including but not limited to tuition reimbursement and conferences and training) of \$29,026 and PA 20 of \$11,740 and non-federal share of \$10,192.

**Other total is \$75,775 with NFS of \$18,944, totaling \$94,719.**

I. Total In-Kind charges are comprised of fund from the below source:

- Colorado Universal Preschool Program (UPK) and Denver Preschool Program funds totaling \$2,005,118 used for personnel salary and benefits to provide the full day Head Start Services.

J. Indirect Costs (payable to Denver Public Schools) is comprised of the following:

- Indirect cost of 9.0% is calculated from the direct cost, totaling \$234,947, plus a permanent COLA increase of 2.35%, in the amount of \$5,523, totaling \$240,470 and non-federal share of \$60,118;

**Indirect Costs total is \$234,947, plus a permanent COLA increase of 2.35%, in the amount of \$5,523, totaling \$240,470 with NFS of \$60,118, totaling \$300,588.**

K. Totals for all budgeted categories are as follows:

- Costs for Program operations at \$2,900,602.92.
- Costs for PA 20 Training and Technical Assistance at \$11,740.
- Non-Federal Share at \$728,086.

**Total is \$2,912,342.92 with NFS of \$728,086, totaling \$3,640,428.92.**

None of the funds appropriated in this title for Head Start shall be used to pay the compensation of an individual from Denver Great Kids – Denver Public Schools Head Start, either as a direct cost or any proration as an indirect cost, at a rate in excess of Executive Level II: \$187,000.

Denver Public Schools conducts regular wage comparability study and the last wage comparability study was conducted for:

- Teachers – 2023
- Paraprofessionals – 2023
- ProTech – 2023
- DAEOP – 2023.





WARNING: “The sum of Personnel and Fringe Benefits is between 60% and 80% of the total budget.” Head Start personnel are employees of Denver Public Schools. Each personnel is a member of a different union, therefore each employee’s wages and benefits are negotiated through these bargaining groups, and it is out of the “hands” of the Early Education Department. The negotiated wages cause this line item to exceed the upper limit of 80% of the budget.