

Memorandum of Understanding

Between

School District #1, Denver Public Schools

And

Denver Federation for Paraprofessionals and Nutrition Service Employees (Food Service)

2016-17 DPS— DFPNSE (Food Service) FINANCIAL AGREEMENT

Denver Public Schools and the Denver Federation for Paraprofessionals and Nutrition Service Employees (Food Service) agree to the following:

1. In accordance with the pay-for-performance (PFP) system adopted by the District and DFPNSE (Food Service), the 1.76% increase allocated will be applied to employees based on their evaluation ratings as follows:

Please note: Employees who did not receive an evaluation rating due to their new hire status are not eligible to receive a pay-for-performance increase.

Percent Increase	Range Penetration					
	Lower	# of EE's	Middle	# of EE's	Upper	# of EE's
5	3.40%	6	2.40%	1	1.40%	0
4	2.40%	214	1.65%	34	0.90%	22
3	1.90%	376	1.15%	25	0.40%	11
2	0.00%	27	0.00%	2	0.00%	1
1	0.00%	0	0.00%	0	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0
N/A	0.00%	64	0.00%	1	0.00%	0

Budget	\$ 274,698.01
Spending	\$ 274,673.52
Remainder	\$ 24.49

2. All bargaining unit employees who have reached the maximum level in their salary range will receive a one-time, lump sum payment equivalent to the corresponding percentage increase. This lump sum payment will be paid on the September 2016 paycheck.
3. For the 2016-17 school year, the District will contribute \$45.83 per month (\$550/year) to the Health Savings Accounts of DFPNSE members who are enrolled in a District health

plan. The District will contribute an additional \$200 to the Health Savings Accounts of members who stay up to date on preventative screenings and complete an online Health Risk Assessment. These subsidies shall be paid out in accordance with the requirements set by the Benefits Board, which are set forth in the Benefits Enrollment Guide.

4. For the 2016-17 school year, the District will subsidize \$62.50 a month toward the health care premiums for any member who is enrolled in a District health care plan that includes coverage at the employee plus children or family level.
5. For the 2016-17 school year, the District will continue to pay the total SAED employee contribution to PERA, including a 0.5% increase to SAED.

Denver Public Schools:

Name: _____

Date: _____

Denver Federation for Paraprofessionals
and Nutrition Service Employees (DFPNSE)

Name: _____

Date: _____