

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**SCHOOL DISTRICT #1**

**DENVER PUBLIC SCHOOLS**

**AND**

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

**August 2015**

**DFPNSE-DPS Financial Agreement**

In accordance with the terms of the 2015-16 Financial Settlement, DFPNSE- (Paraprofessionals) employees received an increase equivalent to 4.56% COLA totaling \$1,584,458. The dollars allocated to DFPNSE will be applied to employees in the following manner:

1. \$1,584,458 will be allocated as a 4.56% COLA. In addition, the District will pay the total SAED contribution to PERA.
2. After the COLA is applied to the hourly rates for employees, the District will assume the additional cost, if applicable, of creating a \$12.00/hr. minimum wage for all DFPNSE employees.

**Additional Increases:**

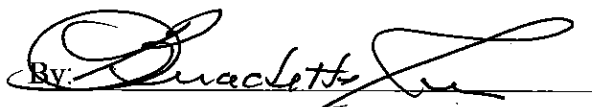
For the 2015-16 school year, the District shall provide a total annual health benefit subsidy of \$750 (to be paid in monthly installments) for any employee participating in a DPS medical plan. In addition, DPS shall match the first \$250 contributed to a Health Savings Account (HSA) for each employee who converts from a DPS HMO health plan in 2014-15 to a DPS health plan with an HSA for 2015-16.

**All salary increases will be effective September 1, 2015, pending ratification by the union.**

The financial terms of this agreement will be in effect through August 31, 2016. While it is the intent of the parties that the economic provisions of this agreement shall remain in full force and effect during its term, the provisions of the agreement relating to salaries

and benefits may be reopened by the District in compliance with the provisions of the TABOR Amendment and C.R.S. § 22-32-110 (5).

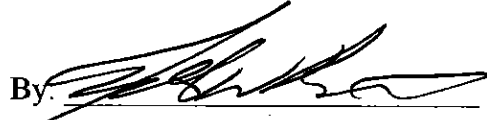
DFPNSE Representative

By: 

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

Date: 9/18/15

DPS District 1 Representative

By: 

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

Date: 9/18/15