

Memorandum of Understanding

Between

School District #1, Denver Public Schools

and

Denver Association of Educational Office Professionals

June , 2014

DAEOP - DPS Financial Agreement

In addition to the compensation previously agreed to for 2014-15, and as a result of an increase in Total Program Funding, The District has agreed to pay an additional .5% COLA, bringing the total available funds for 2014-15 from 1.76% to 2.26%. The Parties have negotiated and agree to apply the COLA as follows:

TERMS OF THE 2014-15 FINANCIAL SETTLEMENT:

1. In 2014-15 1.89% of the increase will be applied to the salary schedule.
2. The remaining .37% of available funds shall be used to purchase longevity increases for eligible employees.
3. For the 2014-15 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 \$250.00 contributed to a Health Savings Account (HSA) by any employee participating in a DPS health plan for 2013-2014 who selects a DPS health plan with an HSA for 2014-15.

TERMS OF THE 2015-16 FINANCIAL SETTLEMENT:

1. In 2015-16 DAEOP employees will receive a COLA equal to the Denver-Boulder-Greeley 2015 CPI and an additional 1.76% applied to the Salary Schedule. In addition, the District will pay the total SAED contribution to PERA.
2. 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 \$250.00 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.

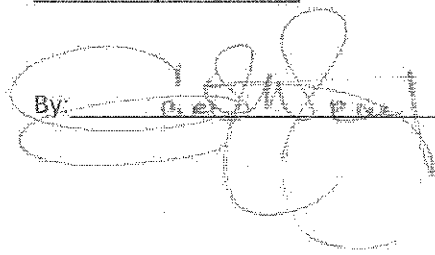
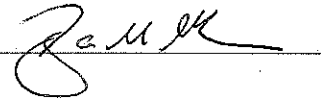
The financial terms of the agreement will be in affect through August 31, 2016. While it is the intent of the parties that the economic provisions of this agreement shall remain in full force and effect during its term, the provisions of the agreement relating to salaries and benefits may be reopened by the District in compliance with the provisions of the TABOR Amendment and C.R.S. § 22-32-110(5).

DAEOP Representative

DPS District 1 Representative

By: _____

By: _____

A large, stylized handwritten signature in black ink, written over a horizontal line. The signature is highly cursive and loops around itself.A handwritten signature in black ink, written over a horizontal line. The signature is cursive and appears to be the name "Zamora".