

**Memorandum of Understanding  
Between  
School District #1, Denver Public Schools  
And  
Denver Federation for Paraprofessionals and Nutrition Service Employees**

**2017-18 DPS— DFPNSE (Paraprofessionals) FINANCIAL AGREEMENT**

Denver Public Schools and the DFPNSE agree to allocate the 2.80% increase in the following manner **pending a ratification vote by DFPNSE in September 2017:**

1. .94% will be used to purchase step increases for all eligible employees.
2. 1.38% will be used to regrade Elementary Special Education, Bus Assistant, and Early Childhood Education Paraprofessionals. The salary schedule will be updated accordingly. Employee's in the positions being regraded are not eligible for step increases.
3. .47% will be used to purchase a one-time 3.49% payment for all employees who are at max step.
4. The Healthcare Reimbursement Account payments, cited in Article 24-2 of the DPS/DFPNSE Agreement, for members who work 4 hours to 6.99 hours per day will be discontinued effective July 1, 2017. The dollars saved from this program (\$215,532) for 2017-18, will be used to give Paraprofessionals working in High Growth/High Performance schools, a one-time performance incentive. The amount will be split equally among those who qualify and prorated by FTE, once high growth/high performance schools are determined. Eligibility guidelines for the incentive will be determined by DPS and DFPNSE prior to payment. The Healthcare Reimbursement funds will be reoccurring annually. The Federation will have the ability to add to, modify, or redirect the funds to other compensation programs in future years. Additionally, since the High Growth/High Performance incentive is linked to ProComp, it should be understood by all parties that ProComp may change through the process of collective bargaining.
5. For the 2017-18 school year, the District will contribute \$45.83 per month (\$550/year) to members who are enrolled in a District health plan through Health Savings accounts for those on a CDHP or stipends for those on the DHMO. The District will contribute an additional \$200 to 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.
6. For the 2017-18 school year, the District will subsidize \$162.50 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.
7. For the 2017-18 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: \_\_\_\_\_

DFPNSE

Name: \_\_\_\_\_

Date: \_\_\_\_\_