

**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 following changes to compensation for Paraprofessionals **pending a ratification vote by DFPNSE and Board approval:**

Market Compensation Adjustments:

In an effort to increase the District's market position with regard to compensation and increase recruitment and retention efforts for Paraprofessionals, the following market adjustments will be made to each step of each grade:

- Every step in Grade 1 will be increased by \$.30/hr. The minimum pay rate for grade 1 will be \$12.300/hr.
- Every step in Grade 2 will be increased by \$.25/hr. The minimum pay rate for grade 2 will be \$12.750/hr.
- Every step in Grade 3 will be increased by \$.25/hr. The minimum pay rate for grade 3 will be \$13.250/hr.
- Every step in Grade 4 will be increased by \$.60/hr. The minimum pay rate for grade 4 will be \$14.108/hr.
- Every step in Grade 5 will be increased by \$1.00/hr. The minimum pay rate for grade 5 will be \$16.00/hr.

In addition to the increases above the following positions will be regraded as follows:

- Early Childhood Sub Paras will be regraded from a grade 1 to grade 2.
- Health Technicians will be regraded from grade 1 to grade 3.
- Special Needs Bus Assistants will be regraded from grade 2 to grade 3.
- ELA General Assignment Paras will be regraded from grade 2 to grade 4.
- Special Ed Assistant, Mild/Moderate will be regraded from grade 2 to grade 3.
- ECE Inclusive Paras will be regraded from grade 2 to grade 4.
- Special Ed. Sub Paras/Sev-Profnd will be regraded from grade 3 to grade 4.

Annual Compensation Allocation

With regard to annual compensation, a budget of 3.4% has been allocated to the Federation for compensation increases. The parties agree to allocate the dollars in the following manner:

1. 1.44% will be used to purchase step increases for all eligible employees.

2. The remaining 1.95% will be used to purchase a COLA for all paraprofessionals.
3. The dollars saved from the elimination of the Healthcare Reimbursement program in 2017 (\$215,532), 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 recurring 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.
4. For the 2018-19 school year, the District will contribute a minimum of \$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 premium discounts for those on the DHMO. The District will contribute a minimum of an additional \$200 to members who stay up to date on preventative screenings and complete an online Health Risk Assessment. The additional \$200 is paid as a contribution to the employee's Health Savings Account for those on the CDHP plan and as a stipend for those on the DHMO plan. 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.
5. For the 2018-19 school year, the District will subsidize a minimum of \$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.
6. For the 2018-19 school year, the District will continue to pay the total SAED employee contribution to PERA, including a 0.25% increase to SAED.

Denver Public Schools:

Name:  _____

Date: 5/2/18

DFPNSE

Name:  _____

Date: 5/2/18