

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

2019-20 DPS—DFPNSE (Paraprofessionals) FINANCIAL AGREEMENT

Denver Public Schools and the DFPNSE- Paraprofessionals agree to following changes to compensation **pending a ratification vote by DFPNSE- Paraprofessionals 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:

- Regrade all Grade 1 Paraprofessionals to grade 2.
- Mild/Moderate positions will all be reclassified to the appropriate grade 4 paraprofessional, special education positions. The mild/moderate position will be eliminated from future use.
- Regrade the braille interpreter position from grade 3 to grade 4. (No incumbents currently in the role.)
- Increasing each step in the step and grade schedule by \$.50 per hour.

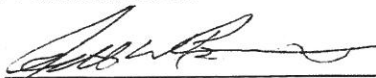
Annual Compensation Allocation

With regard to annual compensation, a total budget of 2.95% has been allocated to the DFPNSE for compensation increases. .25% of this allocation was included to help offset the employee contribution increase to PERA which takes effect 7/1/2019.

The parties agree to allocate the dollars in the following manner:

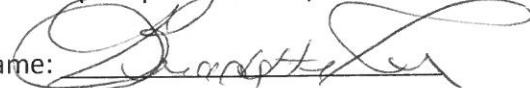
1. 1.51% will be used to purchase step increases for all eligible employees.
2. The remaining 1.44% will be used to purchase a COLA for all employees.

Denver Public Schools:

Name: 

Date: 5/23/19

DFPNSE (Paraprofessionals)

Name: 

Date: 5-23-19