

Memorandum of Understanding
Between
School District #1, Denver Public Schools
And
Vocational Teachers Federation

Benefits Allowance

This Memorandum of Understanding (MOU) is entered into between Denver Public Schools ("the District") and the Vocational Teachers Federation. In an effort to decrease employee health care costs, the parties agree to make the following changes to the benefits allowance program:

1. If an employee's most recent hire date with the District was on or after 6/1/17, the employee will only receive the negotiated benefits allowance when he/she is enrolled in one of the District's major medical plans.
2. If an employee's most recent hire date with the District was prior to 6/1/17, the employee will continue to be eligible for the negotiated benefits allowance even if he/she is not enrolled in one of the District's major medical plans.
3. All monies saved as a result of this change will be applied to reduce health care costs for employees enrolled in District major medical plans.
4. The finance department will provide the Benefits Board with an annual accounting regarding the savings that result from this change to the benefits program.

Denver Public Schools:

Vocational Teachers Federation

[Signature] Bart Muller
 Name/Title MMACity Director

[Signature] Jean Butler
 Name/Title Treasurers

[Signature]
 Signature

[Signature] Co-Treas
 Signature

1/11/07
 Date

1/11/17 1/11/2017
 Date