

**Memorandum of Understanding**

**Between**

**School District #1, Denver Public Schools**

**And**

**Denver Federation for Paraprofessionals and Nutrition Service Employees (Paraprofessionals)**

**2016-17 DPS— DFPNSE (Paraprofessionals) FINANCIAL AGREEMENT**

Denver Public Schools and the Denver Federation for Paraprofessionals and Nutrition Service Employees (Paraprofessionals) agree to the following:

1. Step increases will be awarded to eligible members of the bargaining group effective August 2016.
2. All bargaining unit employees who have reached their maximum step will receive a one-time, lump sum payment equivalent to a 1.42% increase. This lump sum payment will be paid on the September 2016 paycheck.

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3. A one-time service recognition payment will be paid on the January 2017 paycheck to eligible bargaining unit members as follows:
  - a. 15-19 years of service = \$100
  - b. 20-24 years of service= \$200
  - c. 25-29 years of service= \$250
  - d. 30+ years of service= \$300
4. For the 2016-17 school year, the District will contribute \$45.83 per month (\$550/year) to the Health Savings Accounts of DFPNSE members who are enrolled in a District health plan. The District will contribute an additional \$200 to the Health Savings Accounts of 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.
5. For the 2016-17 school year, the District will subsidize \$62.50 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 2016-17 school year, the District will continue to pay the total SAED employee contribution to PERA, including a 0.5% increase to SAED.