

**Memorandum of Understanding**  
**Between**  
**School District #1, Denver Public Schools**  
**And**  
**The Denver Classroom Teachers Association**

**Benefits**

This Memorandum of Understanding (MOU) is entered into between Denver Public Schools (“the District”) and the Denver Classroom Teachers Association. In an effort to decrease employee health care costs, and consistent with the majority vote approval of the Benefits Board to create this new structure, 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 \$422.17/month benefits allowance (“Flex Credits”) 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 \$422.17/month Flex Credits even if he/she is not enrolled in one of the District’s major medical plans.
3. All monies saved as a result of the change described in paragraph 1 will be applied to reduce health care costs for employees that select one of the District’s major medical plans. The finance department will provide the Benefits Board with an annual accounting regarding the savings that result from this change to the benefits program.
4. Additionally, beginning with the benefits year starting July 1, 2017, the District will cover any additional costs necessary to ensure that the premiums for Employee Plus Children and Family coverage will be decreased by \$1200 annually (\$100/month) on top of the \$750 a year (\$62.50/month) that the District is currently subsidizing these premiums. Therefore, the total subsidy for these plans will be \$1950 annually.
5. ~~If all bargaining units adopt the new process described in paragraph 1 of this MOU, DPS will offer an HMO option for the 2017-18 benefits year.~~ The Benefits Board will determine whether an HMO will be offered to District employees for the 2017-18 benefits year, which HMO(s) will be offered, and whether it is in the best interest of District employees to offer an HMO in future years.
6. This MOU supersedes any terms inconsistent in Article 30 of the DCTA Master Agreement.

7. While it is the intent of the parties that the economic provisions in this MOU shall remain in full force and effect during its term, in order to comply with the provisions of the TABOR Amendment and § 22-32-110(5) C.R.S., the provisions of the Agreement relating to benefits may be reopened by the District in connection with its annual adoption of its budget.
  
8. Although the new benefits structure outlined in this MOU must be implemented immediately in order to be ready for the 2017-18 benefits year, each party retains the opportunity to suggest additional changes to Article 30 of the Master Agreement.

Denver Public Schools:

Denver Classroom Teachers Association:

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Name/Title

\_\_\_\_\_  
Name/Title

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Signature

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Signature

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Date

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Date