

MEMORANDUM OF UNDERSTANDING

BETWEEN

SCHOOL DISTRICT #1

DENVER PUBLIC SCHOOLS

AND

ASSOCIATION OF BUILDING, GROUNDS AND WAREHOUSE SERVICE PERSONNEL

September 2015

ABGW-DPS Financial Agreement

In accordance with the terms of the 2015-16 Financial Settlement, ABGW employees received an increase equivalent to a 4.56% salary increase, totaling \$338,439. The dollars allocated to ABGW will be applied to employees in the following manner:

1. \$47,487 will be allocated to implement a new, market-based salary schedule effective 9/1/15.
2. \$6,068 will be used to purchase longevity awards for eligible bargaining unit members.
3. \$92,142 will be used to purchase a step increase on the new salary schedule for all eligible bargaining unit members.
4. \$192,767 will be utilized to purchase a 2.44% salary schedule increase for all bargaining unit members. Employees who are over maximum of their range will receive this payment in a lump sum in October's paycheck. Additionally, the District will pay the total SAED contribution to PERA.

Additional Increases:

For the 2015-16 school year, the District shall provide a total annual health benefit subsidy of \$750 (to be paid in monthly installments) for any employee participating in a DPS medical plan. In addition, DPS shall match the first \$250 contributed to a Health Savings Account (HSA) for each employee who converts from a DPS HMO health plan in 2014-15 to a DPS health plan with an HSA for 2015-16.

All salary increases will be effective September 1, 2015.

The financial terms of this agreement will be in effect through August 31, 2016. While it is the intent of the parties that the economic provisions of this agreement shall remain in full force and effect during its term, the provisions of the agreement relating to salaries and benefits may be reopened by the District in compliance with the provisions of the TABOR Amendment and C.R.S. § 22-32-110 (5).

ABGW Representative

DPS District 1 Representative

By: Brian C. Flota

By: Danny P. D.

By: Christopher Wall

By: [Signature]

Date: Sept 11, 2015

Date: Sept 14, 2015
