

MEMORANDUM OF UNDERSTANDING
BETWEEN
SCHOOL DISTRICT #1
DENVER PUBLIC SCHOOLS
AND
COMMUNICATIONS WORKERS OF AMERICA

August 2015

CWA-DPS Financial Agreement

In accordance with the terms of the 2015-16 Financial Settlement, CWA employees received an increase equivalent to 4.56% COLA totaling \$437,813 for full-time employees and \$57,097 for part-time employees. The dollars allocated to CWA will be applied to employees in the following manner:

Full-time Employees

1. \$431,092 will be allocated as a 4.49% COLA for full-time employees. In addition, the District will pay the total SAED contribution to PERA.
2. After the COLA is applied to the hourly rates for full-time employees, the District will assume the additional cost, if applicable, of creating a \$12.00/hr. minimum wage for all CWA employees.
3. \$6,241 will be allocated to purchase service increments (longevity) for all eligible, full-time employees.

Part-time Employees

1. \$56,346 will be allocated as a 4.50% COLA for part-time employees. In addition the District will pay the total SAED contribution to PERA.
2. After the COLA is applied to the hourly rates, the District will assume the cost, if applicable, of creating a \$12.00/hr. minimum wage for all District employees.
2. \$693 will be allocated to purchase service increments (longevity) for all eligible, part-time employees.

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, pending ratification by the union.

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).

CWA Representative

By: Martene Jimenez
By: _____
Date: 8/10/15

DPS District 1 Representative

By: [Signature]
By: Kerry Bunn
Date: 8/10/15