

**TENTATIVE AGREEMENT
BETWEEN
SCHOOL DISTRICT #1
DENVER PUBLIC SCHOOLS
AND
Communications Workers of America (CWA)
August 21, 2012**

The parties agree to the following financial terms for the next three years:

COMPENSATION

2012-2013

All bargaining unit members (full-time & part-time employees) will receive a .91% COLA increase. Increase is effective 9/1/12.

All eligible bargaining unit members will receive a step increase effective 9/1/12.

All eligible members will receive a longevity increase effective 9/1/12.

District to pay total SAED employee contribution to PERA, including the 0.5% increase to the SAED effective in January 2013.

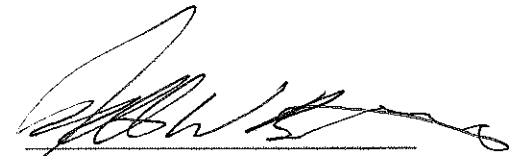
\$20 increase to benefits subsidy to \$62/month (includes addition of \$15/month earlier this year)

2013-14 and 2014-2015

Bargaining unit members to receive the equivalent of a 1.76% COLA in 9/13 and 9/14.

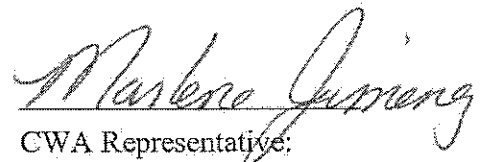
- District to pay total SAED employee contribution to PERA, including the 0.5% increase to SAED effective in January 2014 and the 0.5% increase to SAED in January 2015
- Continuation of the \$62/month benefits subsidy in 2013-14 and 2014-15

- The financial terms of the agreement will be in effect through August 31, 2015. 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 22-32-110(5) C.R.S. Furthermore, if Total Program Funding, as defined in 22-54-104, C.R.S., per student is 2.0% greater in school year 2013-14 over the prior school year or in school year 2014-15 over the prior school year, either party has the right to reopen negotiations to consider increasing salaries, except that the agreed upon raises for 2013-14 and 2014-15 shall remain in effect unless the parties agree to an additional increase over said agreement for the school year for which negotiations were reopened. CWA and DPS will utilize estimated numbers from the May 2013 CDE report for the 2013-14 school year. CWA and DPS will use estimated numbers from the May 2014 CDE report for the 2014-15 school year.



District Representative:

8/23/12
Date



CWA Representative:

8/23/2012
Date