

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

August 2014

CWA-DPS Financial Agreement

In addition to the compensation previously agreed to for 2014-15, and as a result of an increase in Total Program Funding, The District has agreed to pay an additional .5% COLA, bringing the total available funds for 2014-15 from 1.76% to 2.26%. The Parties have negotiated and agree to apply the COLA as follows:

Terms of the 2014-15 Financial Settlement

1. In 2014-15, \$6,349 of the total funding allocated for full-time employees will be used to purchase longevity for all eligible, full-time employees.
2. The remaining available funds allocated for full-time employees will be used to purchase a 2.20% increase applied to the salary schedule for all eligible full-time employees.
3. The available funds allocated for part-time employees will be used to purchase a 2.26% increase to the hourly rate for all eligible part-time employees. 2.19% of this increase will take effect for September payroll. The additional .07% will be entered no later than December 31, 2014 and retroactive to September 1, 2014.
5. For the 2014-15 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) by any employee participating in a DPS health plan for 2013-14 who selects a DPS health plan with an HSA for 2014-15.

Terms of the 2015-16 Financial Settlement

1. In 2015-16 CWA employees will receive a COLA equal to the Denver-Boulder-Greeley 2015 CPI and an additional 1.76% applied to the salary schedule. In addition, the District will pay the total SAED contribution to PERA.
2. 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.

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: *Marlene Jensen*

By: _____

Date: 9/10/14

DPS District 1 Representative

By: *[Signature]*

By: _____

Date: 9/10/14