

**22-25 Memorandum of Understanding
Between
School District No. 1, Denver Public Schools
And
Association of Building, Grounds & Warehouse**

DPS-ABGW FINANCIAL AGREEMENT

This Memorandum of Understanding (“MOU”) is made by and between Denver Public Schools (“District”) and Association of Building, Grounds & Warehouse (“ABGW”). The District and ABGW (collectively, the “Parties”) agree to the following changes to compensation pending Board approval:

SY22-23 Financial Agreement

- Effective August 1, 2022, all employees covered by the ABGW collective bargaining agreement will receive a 3.5% COLA.
- Effective August 1, 2022, eligible employees will receive a step increase.
- Effective August 1, 2022, employees who are not eligible for a step increase because they are maxed out on steps will receive the average cost of a step as a one-time, non-based building stipend.
- Effective August 1, 2022, eligible employees will receive a longevity increase.
- Effective August 1, 2022, all employees will receive a 2.9% market adjustment.

SY23-24 Financial Agreement

- Effective August 1, 2023, all employees covered by the ABGW collective bargaining agreement will receive a 2.38% COLA.
- Effective August 1, 2023, eligible employees will receive a step increase.
- Effective August 1, 2023, eligible employees will receive a longevity increase.
- Effective August 1, 2023, employees who are not eligible for a step increase because they are maxed out on steps will receive the average cost of a step as a one-time, non-based building stipend.

SY24-25 Financial Agreement

- Effective August 1, 2024, all employees covered by the ABGW collective bargaining agreement will receive a 2.42% COLA.
- Effective August 1, 2024, eligible employees will receive a step increase.
- Effective August 1, 2024, eligible employees will receive a longevity increase.
- Effective August 1, 2024, employees who are not eligible for a step increase because they are maxed out on steps will receive the average cost of a step as a one-time, non-based building stipend.

While it is the intent of the parties that the economic provisions in this MOU shall remain in full force and effect, in order to comply with the provisions of the Tabor Amendment and Sec. 22-32-110(5) C.R.S., the MOU may be reopened by the District in connection with its annual adoption of its budget.

To memorialize this MOU, the Parties, by their duly authorized agents, have affixed their signatures to this MOU.

Denver Public Schools:

Signature: _____

Name: _____

Date: _____

Association of Building, Grounds & Warehouse

Signature: _____

Name: _____

Date: _____