

**Memorandum of Understanding  
Between  
School District #1, Denver Public Schools  
And  
Association of Building, Grounds & Warehouse (ABGW)**

**2018-19 DPS—ABGW FINANCIAL AGREEMENT**

Denver Public Schools and ABGW agree to following changes to compensation for employees pending Board approval:

A budget of 3.4% has been allocated to ABGW for compensation increases. The parties agree to allocate the dollars in the following manner:

1. 1.12% will be used to purchase step increases for all eligible employees.
2. 2.06% will be used to purchase a COLA for all employees.
3. 0.05% will be used to purchase Fast Track increases for eligible employees.
4. 0.09% will be used to purchase longevity increments for eligible employees.
5. 0.08% will be used to re-grade positions as follows:
  - Master Clock/Fire Alarm Tech – Regrade from grade 6 to grade 7
  - Pool Operator Tech – Regrade from Grade 3 to Grade 4
  - Roofer – Regrade from Grade 4 to Grade 5
6. For the 2018-19 school year, the District will contribute a minimum of \$45.83 per month (\$550/year) to members who are enrolled in a District health plan through Health Savings accounts for those on a CDHP or premium discounts for those on the DHMO. The District will contribute a minimum of an additional \$200 to members who stay up to date on preventative screenings and complete an online Health Risk Assessment. The additional \$200 is paid as a contribution to the employee's Health Savings Account for those on the CDHP plan and as a stipend for those on the DHMO plan. These subsidies shall be paid out in accordance with the requirements set by the Benefits Board, which are set forth in the Benefits Enrollment Guide.
7. For the 2018-19 school year, the District will subsidize a minimum of \$162.50 a month toward the health care premiums for any member who is enrolled in a District health care plan that includes coverage at the employee plus children or family level.
8. For the 2018-19 school year, the District will continue to pay the total SAED employee contribution to PERA, including a 0.25% increase to SAED.

Denver Public Schools:

Name: 

Date: 9/17/18

ABGW

Name: 

Date: 9-17-18