

Memorandum of Understanding
between
School District No. 1 in the
City and County of Denver, State of Colorado
and the
Amalgamated Transit Union, Local 1563

This Memorandum of Understanding (“MOU”) is made by and between the Denver Public Schools (“DPS”) and the Amalgamated Transit Union, Local 1563 (“ATU”) (collectively, the “Parties”).

SY22-23 Financial Agreement

- All employees will be placed on the attached salary schedule according to the data shared with ATU by Compensation effective June 1, 2022.
- A budget of 3.5% for compensation increase will be allocated as follows:
 - Effective August 1, 2022, employees who are eligible to receive a step will receive a step;
 - Effective August 1, 2022, a 1.7% COLA will be applied to the salary schedule.
 - Effective August 1, 2022, employees who are not eligible for a step increase because of salary schedule eligibility or are maxed out on steps will receive a one-time, non-based building stipend equivalent to the percentage increase of advancing a step in their respective salary schedule.
- Effective August 1, 2022, employees who are not eligible for a step increase because of salary schedule eligibility or are maxed out on steps will receive 1.5% one time, non-based building stipend.

SY23-24 Financial Agreement:

- Effective August 1, ATU employees will be eligible to advance one step, consistent with the Salary Schedule, so long as the percent increase in compensation for all bargaining unit members will be equal or less than the percent growth provided as a Cost of Living Adjustment (COLA) in the School Finance Act, assuming the Per Pupil funding provided to Denver Public Schools through the Colorado School Finance Act grows by at least the COLA increase. If the percentage increase in COLA in the School Finance Act, and the overall percent growth provided in per student funding in the School Finance Act is greater than the percentage increase of advancing a step for the Association, the difference between the COLA percentage and the percentage cost of a step will be applied as an increase percentage to the salary table so that the increase to the compensation table will be equal to the COLA percentage minus percentage cost of steps.
- Employees who are not eligible for a step increase because of salary schedule eligibility or are maxed out on steps will receive a one-time, non-based building stipend equivalent to the percentage increase of advancing a step in their respective salary schedule if the percentage inflationary increase (COLA) in the School Finance Act and the overall percent growth provided in per student funding in the School Finance Act is greater than or equal to the percentage increase of advancing a step.

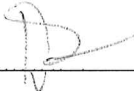
SY24-25 Financial Agreement

- Effective August 1, ATU employees will be eligible to advance one step, consistent with the Salary Schedule, so long as the percent increase in compensation for all bargaining unit members will be equal or less than the percent growth provided as a Cost of Living Adjustment (COLA) in the School Finance Act, assuming the Per Pupil funding provided to Denver Public Schools through the Colorado School Finance Act grows by at least the COLA increase. If the percentage increase in COLA in the School Finance Act, and the overall percent growth provided in per student funding in the School Finance Act is greater than the percentage increase of advancing a step for the Association, the difference between the COLA percentage and the percentage cost of a step will be applied as an increase percentage to the salary table so that the increase to the compensation table will be equal to the COLA percentage minus percentage cost of steps.
- Employees who are not eligible for a step increase because of salary schedule eligibility or are maxed out on steps will receive a one-time, non-based building stipend equivalent to the percentage increase of advancing a step in their respective salary schedule if the percentage inflationary increase (COLA) in the School Finance Act and the overall percent growth provided in per student funding in the School Finance Act is greater than or equal to the percentage increase of advancing a step.

The MOU shall be non-precedential and shall expire at the end of the 2024-2025 school year. 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.

Denver Public Schools:

Signature: _____



Printed Name: _____

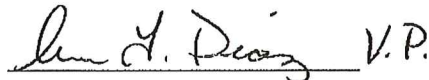
Micaela PERETTA

Date: _____

6/10/22

Amalgamated Transit Union, Local 1563

Signature: _____

 V.P.

Printed Name: _____

ANN T. DIAZ - V.P.

Date: _____

6/10/22