

**Memorandum of Understanding
Between
School District #1, Denver Public Schools
And
Communications Workers of America**

2017-18 DPS—CWA FINANCIAL AGREEMENT

Denver Public Schools and the CWA agree to allocate the 2.80% increase in the following manner pending a ratification vote by CWA in September 2017:

1. All full-time employees will receive a 2.74% COLA.
2. All part-time employees will receive a 2.77% COLA.
3. .06% will be used to purchase longevity for all eligible employees.
4. For the 2017-18 school year, the District will contribute \$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 stipends for those on the DHMO. The District will contribute an additional \$200 to members who stay up to date on preventative screenings and complete an online Health Risk Assessment. 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.
5. For the 2017-18 school year, the District will subsidize \$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.
6. For the 2017-18 school year, the District will continue to pay the total SAED employee contribution to PERA, including a 0.5% increase to SAED.

Denver Public Schools:

Name: 

Date: 8-30-17

CWA

Name: 

Date: 8/30/17