

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

2018-19 DPS— CWA FINANCIAL AGREEMENT

Denver Public Schools and the CWA agree to following changes to compensation for employees **pending a ratification vote by CWA and Board approval:**

Market Compensation Adjustments:

In an effort to increase the District's market position with regard to compensation and increase recruitment and retention efforts for custodial staff, the parties agree to implement a multi-step salary schedule that allows for pay growth over time. (See 2018-19 CWA Salary Schedule v-1).

Initial placement on the salary schedule for CWA employees will be in accordance with the below methodology:

- Employees will initially be placed as close to their current rate of pay as possible. If there is not a step corresponding to their current pay rate, the employee will be placed at the next highest step. No employee will be initially placed at a step lower than her/his current pay rate.

In an effort to recognize DPS experience and address pay compression issues during initial placement on the salary schedule, employees will be provided step increases in accordance with the following:

- Employees with 1 to 2.99 years of experience with DPS Operations as of 7/1/2018 will be given one step.
- Employees with 3+ years of experience with DPS Operations as of 7/1/18 will be given two steps.
- Employees with less than 1 year of experience with DPS Operations as of 7/1/18 will not receive a market adjustment step.

Longevity/Service Increments

Service increments in accordance with Article 18-3, are now built into the new salary schedule at steps 16, 21 and 26. At each step starting with step 16, the rate of pay has been increased by the service increment amount of \$600, which equates to \$0.30.7 per hour. Employees at steps 16-20 will have earned one service increment. Employees at steps 21-25 will have earned two service increments. Employees at step 26 will have earned three service increments.

Employees who have earned service increments prior to this agreement, will continue to receive their earned service increments as stipend payments for as long as they stay with the bargaining unit. This process will replace the language in Article 18-3.

Annual Compensation Allocation

With regard to annual compensation, a budget of 3.4% has been allocated to CWA for compensation increases. The parties agree to allocate the dollars in the following manner (see 2018-19 CWA Salary Schedule- Final):

1. 1.53.% will be used to purchase step increases for all eligible employees.
2. The remaining 1.87% will be used to purchase a COLA for all employees.
3. 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.
4. 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.
5. 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: 5/14/18

CWA

Name: 

Date: 5/14/18

**Custodial Workers of America (CWA) Grade and Step Schedule
Implementation V-1**

Step	Custodian	Crew Lead I	Crew Lead II	Assistant Facility Manager I	Assistant Facility Manager II	Assistant Facility Manager III	Assistant Facility Manager IV
1	\$ 13.250	\$ 14.703	\$ 15.236	\$ 16.248	\$ 17.371	\$ 17.906	\$ 19.146
2	\$ 13.449	\$ 14.924	\$ 15.465	\$ 16.492	\$ 17.632	\$ 18.175	\$ 19.433
3	\$ 13.651	\$ 15.148	\$ 15.697	\$ 16.739	\$ 17.896	\$ 18.448	\$ 19.724
4	\$ 13.856	\$ 15.375	\$ 15.932	\$ 16.990	\$ 18.164	\$ 18.725	\$ 20.020
5	\$ 14.064	\$ 15.606	\$ 16.171	\$ 17.245	\$ 18.436	\$ 19.006	\$ 20.320
6	\$ 14.275	\$ 15.840	\$ 16.414	\$ 17.504	\$ 18.713	\$ 19.291	\$ 20.625
7	\$ 14.489	\$ 16.078	\$ 16.660	\$ 17.767	\$ 18.994	\$ 19.580	\$ 20.934
8	\$ 14.706	\$ 16.319	\$ 16.910	\$ 18.034	\$ 19.279	\$ 19.874	\$ 21.248
9	\$ 14.927	\$ 16.564	\$ 17.164	\$ 18.305	\$ 19.568	\$ 20.172	\$ 21.567
10	\$ 15.151	\$ 16.812	\$ 17.421	\$ 18.580	\$ 19.862	\$ 20.475	\$ 21.891
11	\$ 15.378	\$ 17.064	\$ 17.682	\$ 18.859	\$ 20.160	\$ 20.782	\$ 22.219
12	\$ 15.609	\$ 17.320	\$ 17.947	\$ 19.142	\$ 20.462	\$ 21.094	\$ 22.552
13	\$ 15.843	\$ 17.580	\$ 18.216	\$ 19.429	\$ 20.769	\$ 21.410	\$ 22.890
14	\$ 16.081	\$ 17.844	\$ 18.489	\$ 19.720	\$ 21.081	\$ 21.731	\$ 23.233
15	\$ 16.322	\$ 18.112	\$ 18.766	\$ 20.016	\$ 21.397	\$ 22.057	\$ 23.581
16	\$ 16.874	\$ 18.691	\$ 19.354	\$ 20.623	\$ 22.025	\$ 22.695	\$ 24.242
17	\$ 17.123	\$ 18.967	\$ 19.640	\$ 20.928	\$ 22.351	\$ 23.031	\$ 24.601
18	\$ 17.375	\$ 19.247	\$ 19.930	\$ 21.237	\$ 22.682	\$ 23.372	\$ 24.965
19	\$ 17.631	\$ 19.531	\$ 20.224	\$ 21.551	\$ 23.018	\$ 23.718	\$ 25.335
20	\$ 17.891	\$ 19.819	\$ 20.523	\$ 21.870	\$ 23.359	\$ 24.069	\$ 25.710
21	\$ 18.462	\$ 20.419	\$ 21.133	\$ 22.500	\$ 24.012	\$ 24.732	\$ 26.398
22	\$ 18.730	\$ 20.716	\$ 21.441	\$ 22.828	\$ 24.363	\$ 25.094	\$ 26.785
23	\$ 19.002	\$ 21.018	\$ 21.753	\$ 23.161	\$ 24.719	\$ 25.461	\$ 27.178
24	\$ 19.278	\$ 21.324	\$ 22.070	\$ 23.499	\$ 25.081	\$ 25.834	\$ 27.576
25	\$ 19.558	\$ 21.635	\$ 22.392	\$ 23.842	\$ 25.448	\$ 26.212	\$ 27.980
26	\$ 20.149	\$ 22.241	\$ 23.011	\$ 24.481	\$ 26.111	\$ 26.882	\$ 28.681

**Custodial Workers of America (CWA) Grade and Step Schedule
Final After COLA**

Step	Custodian	Crew Lead I	Crew Lead II	Assistant Facility Manager I	Assistant Facility Manager II	Assistant Facility Manager III	Assistant Facility Manager IV
1	\$ 13.498	\$ 14.978	\$ 15.521	\$ 16.552	\$ 17.696	\$ 18.241	\$ 19.504
2	\$ 13.700	\$ 15.203	\$ 15.754	\$ 16.800	\$ 17.962	\$ 18.515	\$ 19.796
3	\$ 13.906	\$ 15.431	\$ 15.991	\$ 17.052	\$ 18.231	\$ 18.793	\$ 20.093
4	\$ 14.115	\$ 15.663	\$ 16.230	\$ 17.308	\$ 18.504	\$ 19.075	\$ 20.394
5	\$ 14.327	\$ 15.898	\$ 16.473	\$ 17.567	\$ 18.781	\$ 19.361	\$ 20.700
6	\$ 14.542	\$ 16.136	\$ 16.721	\$ 17.831	\$ 19.063	\$ 19.652	\$ 21.011
7	\$ 14.760	\$ 16.379	\$ 16.972	\$ 18.099	\$ 19.349	\$ 19.946	\$ 21.325
8	\$ 14.981	\$ 16.624	\$ 17.226	\$ 18.371	\$ 19.640	\$ 20.246	\$ 21.645
9	\$ 15.206	\$ 16.874	\$ 17.485	\$ 18.647	\$ 19.934	\$ 20.549	\$ 21.970
10	\$ 15.434	\$ 17.126	\$ 17.747	\$ 18.927	\$ 20.233	\$ 20.858	\$ 22.300
11	\$ 15.666	\$ 17.383	\$ 18.013	\$ 19.212	\$ 20.537	\$ 21.171	\$ 22.634
12	\$ 15.901	\$ 17.644	\$ 18.283	\$ 19.500	\$ 20.845	\$ 21.488	\$ 22.974
13	\$ 16.139	\$ 17.909	\$ 18.557	\$ 19.792	\$ 21.157	\$ 21.810	\$ 23.318
14	\$ 16.382	\$ 18.178	\$ 18.835	\$ 20.089	\$ 21.475	\$ 22.137	\$ 23.667
15	\$ 16.627	\$ 18.451	\$ 19.117	\$ 20.390	\$ 21.797	\$ 22.469	\$ 24.022
16	\$ 17.190	\$ 19.041	\$ 19.716	\$ 21.009	\$ 22.437	\$ 23.119	\$ 24.695
17	\$ 17.443	\$ 19.322	\$ 20.007	\$ 21.319	\$ 22.769	\$ 23.462	\$ 25.061
18	\$ 17.700	\$ 19.607	\$ 20.303	\$ 21.634	\$ 23.106	\$ 23.809	\$ 25.432
19	\$ 17.961	\$ 19.896	\$ 20.602	\$ 21.954	\$ 23.448	\$ 24.162	\$ 25.809
20	\$ 18.226	\$ 20.190	\$ 20.907	\$ 22.279	\$ 23.796	\$ 24.519	\$ 26.191
21	\$ 18.807	\$ 20.801	\$ 21.528	\$ 22.921	\$ 24.461	\$ 25.194	\$ 26.892
22	\$ 19.080	\$ 21.103	\$ 21.842	\$ 23.255	\$ 24.819	\$ 25.563	\$ 27.286
23	\$ 19.357	\$ 21.411	\$ 22.160	\$ 23.594	\$ 25.181	\$ 25.937	\$ 27.686
24	\$ 19.638	\$ 21.723	\$ 22.483	\$ 23.938	\$ 25.550	\$ 26.317	\$ 28.092
25	\$ 19.924	\$ 22.040	\$ 22.811	\$ 24.288	\$ 25.924	\$ 26.702	\$ 28.503
26	\$ 20.526	\$ 22.657	\$ 23.441	\$ 24.939	\$ 26.599	\$ 27.385	\$ 29.217