

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

2019-20 DPS—CWA FINANCIAL AGREEMENT

Denver Public Schools and the CWA agree to following changes to compensation **pending a ratification vote by CWA members 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 employees, the following market adjustments will be made:


- Every step in the step and grade schedule will be increased by \$.45 per hour.

Annual Compensation Allocation

With regard to annual compensation, a total budget of 2.95% has been allocated to the XXX for compensation increases. The parties agree to allocate the dollars in the following manner:

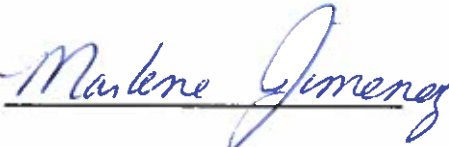
1. 1.53% will be used to purchase step increases for all eligible employees.
2. The remaining 1.42% will be used to purchase a COLA for all employees.
3. For the 2019-20 school year, as part of the compensation budget the District has included a 0.25% increase to help offset the employee contribution increase to PERA which takes effect 7/1/2019.

Denver Public Schools:

Name: 

Date: 5/17/2019

CWA

Name: 

Date: 5/17/19