

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
DENVER PUBLIC SCHOOLS  
AND  
COMMUNICATIONS WORKERS OF AMERICA**

**21-22 DPS-CWA FINANCIAL AGREEMENT**

This Memorandum of Understanding (“MOU”) is made by and between the Denver Public Schools (“District”) and the Communications Workers of America (“CWA”) Local 7777. The District and CWA (collectively, the “parties”) agree to the following changes to compensation pending Board/Compensation Department approval.

On June 10, 2021, the parties reached a tentative agreement on the 21-22 financial agreement which is hereby incorporated into this MOU [see attached - 21-22 Financial Tentative Agreement between DPS and ESPs]. The Parties agree that this MOU does not alter or change the terms and conditions of the tentative agreement.

**Annual Compensation Allocation – 2021/2022**

- The budget of 2.50% for compensation increases will be allocated as follows:
  - All employees will be placed on the following salary schedule according to the data shared with CWA by the Compensation Department effective July 1, 2021.

**CWA 2021-22 New Step & Grade Schedule**

Step	Custodian	Crew Lead I	Crew Lead II	Asst Fac Mgr I	Asst Fac Mgr II	Asst Fac Mgr III	Asst Fac Mgr IV
1	\$15.870	\$16.505	\$17.165	\$18.566	\$19.309	\$20.081	\$20.884
2	\$16.154	\$16.800	\$17.472	\$18.898	\$19.655	\$20.440	\$21.258
3	\$16.438	\$17.095	\$17.779	\$19.230	\$20.001	\$20.799	\$21.632
4	\$16.722	\$17.390	\$18.086	\$19.562	\$20.347	\$21.158	\$22.006
5	\$17.006	\$17.685	\$18.393	\$19.894	\$20.693	\$21.517	\$22.380
6	\$17.290	\$17.980	\$18.700	\$20.226	\$21.039	\$21.876	\$22.754
7	\$17.574	\$18.275	\$19.007	\$20.558	\$21.385	\$22.235	\$23.128
8	\$17.858	\$18.570	\$19.314	\$20.890	\$21.731	\$22.594	\$23.502
9	\$18.142	\$18.865	\$19.621	\$21.222	\$22.077	\$22.953	\$23.876
10	\$18.426	\$19.160	\$19.928	\$21.554	\$22.423	\$23.312	\$24.250
11	\$18.710	\$19.455	\$20.235	\$21.886	\$22.769	\$23.671	\$24.624
12	\$18.994	\$19.750	\$20.542	\$22.218	\$23.115	\$24.030	\$24.998
13	\$19.278	\$20.045	\$20.849	\$22.550	\$23.461	\$24.389	\$25.372
14	\$19.562	\$20.340	\$21.156	\$22.882	\$23.807	\$24.748	\$25.746
15	\$19.846	\$20.635	\$21.463	\$23.214	\$24.153	\$25.107	\$26.120
16	\$20.130	\$20.930	\$21.770	\$23.546	\$24.499	\$25.466	\$26.494
17	\$20.414	\$21.225	\$22.077	\$23.878	\$24.845	\$25.825	\$26.868
18	\$20.698	\$21.520	\$22.384	\$24.210	\$25.191	\$26.184	\$27.242
19	\$20.982	\$21.815	\$22.691	\$24.542	\$25.537	\$26.543	\$27.616
20	\$21.266	\$22.110	\$22.998	\$24.874	\$25.883	\$26.902	\$27.990
21	\$21.550	\$22.405	\$23.305	\$25.206	\$26.229	\$27.261	\$28.364
22	\$21.834	\$22.700	\$23.612	\$25.538	\$26.575	\$27.620	\$28.738
23	\$22.118	\$22.995	\$23.919	\$25.870	\$26.921	\$27.979	\$29.112
24	\$22.402	\$23.290	\$24.226	\$26.202	\$27.267	\$28.338	\$29.486
25	\$22.686	\$23.585	\$24.533	\$26.534	\$27.613	\$28.697	\$29.860

- All employees will receive a 2.20% non-base building one-time stipend for efforts and additional duties related to preventing, preparing for, or responding to COVID-19.
- All eligible employees in the bargaining unit will be paid a longevity increase effective July 1, 2021, as follows:
  - All employees who have more than 30 years of continuous service in the bargaining unit as of June 1, 2021, will be "grandfathered" at a longevity rate of \$2400 annually.
  - All employees who have more than 25 years but less than 30 years of continuous service in the bargaining unit as of June 1, 2021, will be "grandfathered" at a longevity rate of \$1800 annually.
  - All other employees who have more than 15 years of continuous service in the bargaining unit by June 1<sup>st</sup> each year will receive a longevity rate of \$1500 annually.

**Communication Workers of America:**

Signature: Marlene Jimenez  
 Printed Name: Marlene Jimenez  
 Union/Association: CWA Local 777  
 Date: 6/30/2021

**Denver Public Schools:**

Signature: L B G  
 Printed Name: Lawrence Garcia  
 Date: 6/30/2021