

**Memorandum of Understanding  
Between  
School District No. 1, Denver Public Schools  
And  
Communications Workers of America**

**DPS-CWA FINANCIAL AGREEMENT**

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

**SY22-23 Financial Agreement**

- Effective July 1, 2022, all employees covered by the CWA collective bargaining agreement will be placed on the attached SY22-23 salary schedule with minimum hourly rate of \$18 consistent with the attached July 12, 2022 PowerPoint shared with CWA by Compensation.
- Effective July 1, 2022, eligible employees will receive a longevity increase.
- Effective July 1, 2022, employees placed on the SY22-23 salary schedule who are not eligible for a step increase because they are maxed out on steps and who does not receive a base increase of at least 3.5% will be eligible to receive the difference between any base pay increase and 3.5% as a one-time, non-based building stipend.

**SY23-24 Financial Agreement**

- Effective July 1, 2023, all employees covered by the CWA collective bargaining agreement will be placed on the attached SY23-24 salary schedule with minimum hourly rate of \$19 consistent with the attached July 12, 2022 PowerPoint shared with CWA by Compensation.
- Effective July 1, 2023, eligible employees will receive a step increase.
- Effective July 1, 2023, eligible employees will receive a longevity increase.
- Effective July 1, 2023, employees placed on the SY23-24 salary schedule who are not eligible for a step increase because they are maxed out on steps and who does not receive a base increase of at least 5% will be eligible to receive the difference between any base pay increase and 5% as a one-time, non-based building stipend.

**SY24-25 Financial Agreement**

- Effective July 1, 2024, all employees covered by the CWA collective bargaining agreement will be placed on the attached SY24-25 salary schedule with minimum hourly rate of \$20 consistent with the attached July 12, 2022 PowerPoint shared with CWA by Compensation.
- Effective July 1, 2024, eligible employees will receive a step increase.
- Effective July 1, 2024, eligible employees will receive a longevity increase.
- Effective July 1, 2024, employees placed on the SY24-25 salary schedule who are not eligible for a step increase because they are maxed out on steps and who does not receive a base increase of at least 3.8% will be eligible to receive the difference between any base pay increase and 3.8% as a one-time, non-based building stipend.

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.

To memorialize this MOU, the Parties, by their duly authorized agents, have affixed their signatures to this MOU.


**Denver Public Schools:**

Signature: 

Name: Lawrence Cardo

Date: 7/21/22

**Communications Workers of America:**

Signature: 

Name: Marlene Jimenez

Date: 7/21/22