

**Memorandum of Understanding
Between
City and County of Denver, State of Colorado
And the
Association of Building, Grounds & Warehouse Service Personnel**

This Memorandum of Understanding (“MOU”) is made by and between the Denver Public Schools (“DPS” or “District”) and the Association of Building, Grounds & Warehouse Service Personnel (“ABGW”). Pursuant to Article 4-2 of the ABGW Master Agreement (“Agreement”), DPS and ABGW (collectively, the “Parties”) agree to engage in interim negotiations to integrate the Crew Chief job classification into the bargaining unit covered by the Agreement. Except as expressly set forth in this MOU, the terms and conditions of the Agreement shall apply to the Crew Chiefs.

1. **Recognition.** The ABGW shall be the exclusive bargaining representative for Crew Chief and Crew Chief II hired in the Facilities Management Department.
2. **Article 3-1.** The parties agree to amend Article 3-1 to include Crew Chief and Crew Chief II hired in the Facilities Management Department as covered employees under the Agreement.
3. **Seniority.** The parties agree that by integrating Crew Chiefs to the ABGW bargaining unit it shall not cause a Crew Chief to lose any seniority earned in previous assignments.
 - a. **Article 7-1-1.** The parties agree that current Crew Chiefs will not be required to serve a 90-calendar day trial period as a result of the integration of the job classification to the bargaining unit.
4. **Vacations.** Beginning January 1, 2021, Crew Chiefs will be entitled to nineteen (19) working days of vacation consistent with Article 12.
5. **Benefits.** Starting January 1, 2021, the Crew Chiefs will be eligible for the same benefits allowance and subsidies as is provided to the ABGW bargaining unit under Article 22 - Group Benefits.
6. **Evaluations.** Article 18 applies to Crew Chiefs, except that starting in 2021-2022, the Crew Chiefs will integrate to the ABGW Facility Management employee performance evaluation. In 2020-2021, the Crew Chiefs will continue to be evaluated under the core competencies evaluation.
7. The District and ABGW recognize that Crew Chiefs have special obligations. These include, but are not limited to the following:
 - a. Administer standards of performance, identify and correct inappropriate conduct and/or behavior and fully and accurately documents and reports incidents that may conflict, violate, or are contrary to Board policy, Workers’ Agreements or Department Directives;
 - b. Recommends to Maintenance Managers or Supervisors any discipline of employees whom they lead;
 - c. Assigns, directs, trains and provides feedback regarding the work of employees whom they lead to ensure the needs and core standards are met at their assigned areas;

- d. Administers policy of the District and department on a daily basis and makes recommendations to the department's administration for needed changes;
 - e. Acts a role model in reference to standards of behavior and performance.
8. **Compensation.** See attached pay scale.
9. **Fast Track.** Crew Chiefs will be eligible for fast tracks between steps 30 and 44.

Denver Public Schools:

Name: LBZ-

Date: 3/26/21

Association of Building, Grounds and Warehouse:

Name: [Signature]

Date: 3-26-21