

**TENTATIVE AGREEMENT  
BETWEEN  
DENVER PUBLIC SCHOOLS  
AND**

**DENVER ASSOCIATION OF EDUCATION OFFICE PROFESSIONALS, ASSOCIATION OF BUILDINGS GROUNDS AND WAREHOUSE, FACILITY MANAGERS ASSOCIATION, COMMUNICATIONS WORKERS OF AMERICA, AMALGAMATED TRANSIT UNION, DENVER FEDERATION FOR PARAPROFESSIONALS AND NUTRITION SERVICE EMPLOYEES, COLORADO FEDERATION OF SCHOOL SAFETY PROFESSIONALS, AND VOCATIONAL TEACHERS FEDERATION**

**20-21 FINANCIAL AGREEMENT**

This Tentative Agreement ("TA") is made by and between the Denver Public Schools ("DPS") and the the Denver Association of Education Office Professionals ("DAEOP"), the Association of Buildings Grounds and Warehouse ("ABGW"), the Facility Managers Association ("FMA"), the Communications Workers of America ("CWA"), the Amalgamated Transit Union ("ATU"), the Denver Federation for Paraprofessionals and Nutrition Service Employees ("DFPNSE"), and Colorado Federation of School Safety Professionals, ("CFSSP"):

- All eligible employees in bargaining units listed above who have a step in their salary schedule will receive a step increase effective August 1, 2020.
- All eligible employees in bargaining units listed above who have a longevity increase provision in their respective agreement will receive a longevity increase effective August 1, 2020.
- For the 20-21 fiscal year, effective August 1, 2020, the District will provide each bargaining unit listed above a cost-of-living-adjustment (COLA) equal to 2.8% minus the full cost of the bargaining units step based on the costing provided by the district on June 29, 2020 prior to bargaining. If the full cost of a step is above 2.8%, the District will provide the bargaining unit a step increase only. If a mill levy is approved by the voters in November 2020, the District will provide each bargaining unit listed above an additional 0.5% COLA effective January 1, 2021.
- Employees who are not eligible for a step increase because they are maxed out on steps will receive a minimum 0.5% COLA.
- Employees who are currently red-lined will receive a non-base building increase equivalent of a 0.5% COLA.
- For the 20-21 school year, the District will work with each individual bargaining unit to look at ways to support staff using CARES funding related to COVID-19 public health measures.
- The above effective dates will be July 1, 2020 for CWA, except for the COLA conditioned on the passing of the mill levy.

This Tentative Agreement ("TA") is made by and between the Denver Public Schools ("DPS") and the Vocational Teachers Federation ("VTF"):

- For the 20-21 fiscal year, effective August 1, 2020, the District will provide VTF a COLA equal to 0.5%.
- All eligible employees in VTF will receive a longevity increase effective August 1, 2020.