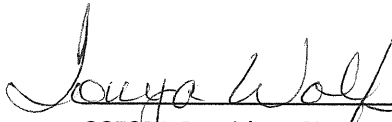


**Memorandum of Understanding:
Food Service Server and Classified Substitute Wage Increase as a result of
Colorado Minimum Wage Increase**

As a result of recent State of Colorado changes related to minimum wage earnings, Colorado Minimum Wage Order 31 requires minimum wage for non-tipped employees to be \$8.23 per hour effective January 1, 2015. This pay rate is currently higher than our base pay rate on the Food Service Servers pay rate schedule, as well as our Classified Substitute pay rate.

Therefore, beginning January 1, 2015, the base pay for Food Servers (FS1, Step 1) will be increased to \$8.23 per hour to meet the State of Colorado guidelines. This change will also increase the rest of the Food Service Servers pay rate schedule accordingly based on the current formulas in place within that schedule. This will result in all Food Servers receiving a raise because of those changes. Each Food Server will still remain in their current step and column of the pay rate schedule, but will see an increase in his/her hourly pay because of the change to the base pay.



CCESPA President Signature

1-15-15
Date



Superintendent's Signature

1-15-15
Date