

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

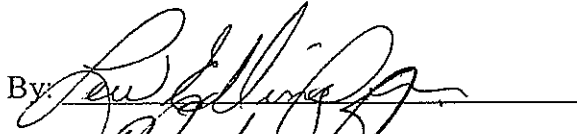

The representatives of the Communications Workers of America (CWA) and the District (DPS) agree to the following:

As a result of 2009/2010 salary negotiations, the monies allocated to CWA by the District will be applied accordingly:

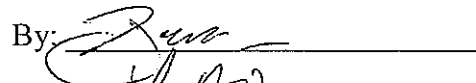
All CWA employees who are actively employed on 12/31/09 will receive a one-time payment equivalent to 2.44% of their annual salary. The association has elected to roll the 2% allotted for the benefit allowance into the one-time payment, increasing the one-time payment from 2% to 2.44. In addition, all eligible employees will receive a normal step increase on 7/1/09 (retroactive).

The State has informed the School District that 1.93% of the CPI money provided to the District for 2009-2010 should be held until January 29, 2010 for potential reclamation by the state. Bargaining unit members will also be eligible for an additional 1.93% one-time payment to be applied against the employee's annual salary and benefit allowance in June of 2010 provided the District receives the corresponding funds from the State of Colorado.

CWA Representative

By: 
By: 

DPS District 1 Representative

By: 
By: 