

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**SCHOOL DISTRICT #1**

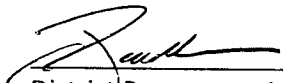
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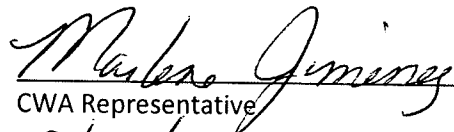
**COMMUNICATION WORKERS OF AMERICA**

**SEPTEMBER 17, 2010**

Based on the current economic conditions and in connection with the adoption of the district's annual budget, DPS and CWA have agreed to the following financial terms for the 2010-2011 and 2011-2012 contract years:

- During the first year of the agreement, payment of longevity to CWA employees will be delayed until January 2011.
- Effective January 1, 2011 a .63% COLA will be granted to all eligible CWA employees.
- Beginning September 1, 2011, any new step and longevity adjustments will be frozen through August 31, 2012.
- The District will pay the total amount of the PERA SAED contribution for employees required under state law for 2010-11 and 2011-12.
- District will continue the benefits subsidy at \$504/year for the 2010-2011 and 2011-2012 contract years.
- The financial terms of this Agreement will be in effect through August 31, 2012. While it is the intent of the parties that the economic provision in this Agreement shall remain in force and effect during the term, in order to comply with the provisions of the TABOR Amendment and S22-32-11(5), C.R.S., the provision of the Agreement relating to salaries and benefits may be reopened by the District in connection with its annual adoption of its budget. Furthermore, the Agreement may be reopened by either party if the total amount of state funding received by the District for 2011-12 is at least 1.75% greater than the funding that the District would be entitled to under the Amendment 23 school funding provisions of state law.

  
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District Representative  
9/17/10  
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Date

  
\_\_\_\_\_  
CWA Representative  
9/17/10  
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Date