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February 19, 2013

To: Dr. Pamela Swanson, Superintendent, Adams County School District 50  
Melissa Duran, President, Westminster Education Association

From: Kirchers Leday, Chief Human Resources Officer

### MEMORANDUM OF UNDERSTANDING

Adams County School District No. 50 (the "District") and Westminster Education Association (the "WEA") enter into this Memorandum of Understanding to support collaboration between the two parties and reinforce the spirit of professional relationships as set forth in the Licensed Employees Agreement, including, but not limited to, Articles 4-2, 6-1-1, and 32. The parties agree to the following:

1. Plan the New Employee Breakfast/Lunch jointly. The District will plan the breakfast and the WEA will plan the lunch.
2. The District will provide the WEA with a list of new employees and school contact information two weeks prior to the new employees' start date.
3. Principals and Association Representatives shall meet as needed.

Agreed:

By: \_\_\_\_\_  
Melissa Duran  
Westminster Education Association President

\_\_\_\_\_  
Date

By: \_\_\_\_\_  
Dr. Pamela Swanson, Superintendent

\_\_\_\_\_  
Date