

Memorandum of Agreement

Between

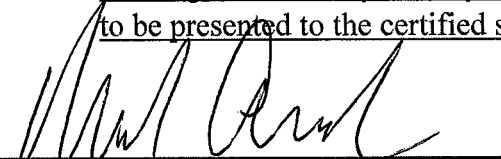
Highland School District (District)

And the

Highland Education Association (Association)

The parties to this Agreement are the Highland School District (District) and the Highland Education Association (Association). The parties agree to the following:

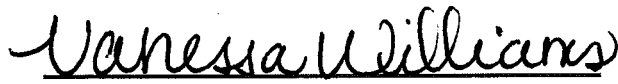
1. This MOU sunsets with this year (2023-2024). HEA agrees to waive the agreed language "The District will send a PD survey to all employees before the first student attendance day each year," with the assumption that this will be followed next year.
2. Mindy Schultz will send the survey to HEA (Aimee Hostetler) next year by June 1st before the first Optional Day, who will then send the survey to HEA Members, and give the results to the District by the start of school.
3. HEA agrees for this year only to move the date that was agreed upon for our PD Options to be presented to the certified staff from October 1, as stated in the CBA, to October 9th.



For the Highland School District

10/30/23

Date



For the Highland Education Association

October 30, 2023

Date