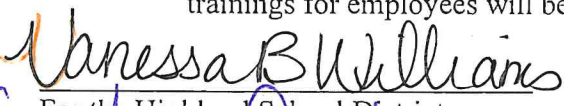
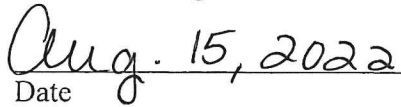
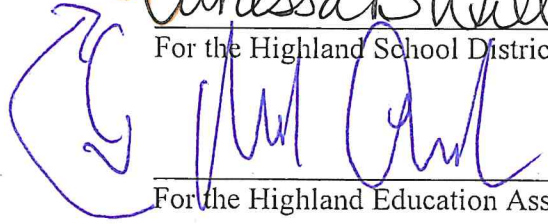
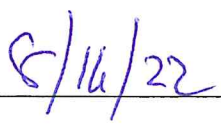


**Memorandum of Agreement
Between
Highland School District (District)
And the
Highland Education Association (Association)**

RE: Calendared Intersessions

The parties to this Agreement are the Highland School District (District) and the Highland Education Association (Association). The parties agree to the following regarding Calendared Intersessions, which shall apply for as long as the intersessions, or any similar educational offering by the District, are offered outside the certificated 180 day calendar.

1. If the District and Association negotiate a calendar that includes one or more intersessions (non-contracted, non-school days for student intervention/enrichment activities) the District will post these positions in compliance with Article III, Section 8 for work during each calendared intersession.
2. Employees who opt to work during an intersession will be paid at their per diem rate of pay. In addition, affected employees will be provided up to five (5) hours of planning time, paid at their per diem rate, to prepare for the learning activities to be provided during each intersession and will be paid for this preparation time regardless of whether the intersession is held or is cancelled.
3. Teachers will also be provided a budget of two hundred dollars (\$200.00) per intersession to purchase materials and supplies. No trainings for employees will be scheduled during intersessions.

 _____ For the Highland School District	 _____ Date
 _____ For the Highland Education Association	 _____ Date