

Memorandum of Agreement

Between

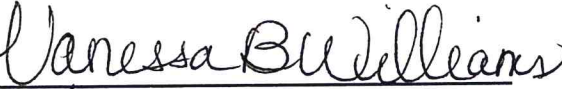
Highland School District (District)

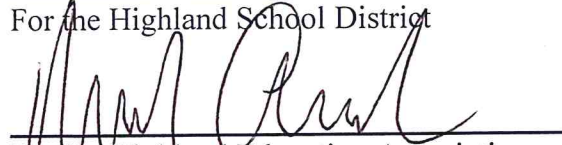
And the

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. For the school year 2023-2024, the calendar will be adapted to include a Middle School and High School evening from 4:30-7:30 on September 20, 2023. The hours will be made up to the staff through a half day on September 22, 2023.
2. The negotiated calendar will otherwise be followed by all Highland Schools including all schools participating in all five half-days from October 9-13, 2023 (known as Conference Week.)

  
\_\_\_\_\_  
For the Highland School District

  
\_\_\_\_\_  
For the Highland Education Association

September 11, 2023  
Date

9/13/23  
Date