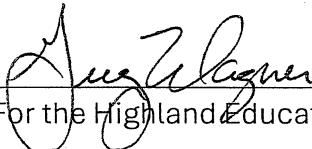


Memorandum of Understanding
Between
Highland School District (District)
And the
Highland Education Association (Association)

The parties to this Memorandum of Understanding (MOU) are the Highland School District (District) and the Highland Education Association (Association). The parties agree to the following:

1. Effective Wednesday, May 20, 2026, all certified staff that are on their 3rd consecutive year or more of certified employment with the Highland School District will be given continuing contract status.
2. Continuous employment shall mean uninterrupted service with the Highland School District as a certified staff member during successive academic years, excluding approved leaves of absence as defined under the current CBA.
3. Employees granted Continuing Contract status shall retain all rights, protections, and due process provisions afforded under the CBA.
4. The district will notify the affected certified staff in writing of the change in status of their contract status by Friday, May 29, 2026.
5. In an effort to let all impacted Certified Staff know about the change in their status as quickly as possible, the HEA president (Greg Wagner) will make contact with each staff member either by phone or in person no later than Tuesday, May 26, 2026.



For the Highland Education Association

05/20/2026

Date



For the Highland School District

5/20/26

Date