

MEMORANDUM OF UNDERSTANDING

BETWEEN

Independent School District #2143 (hereinafter referred to as “District”)

AND

Waterville-Elysian-Morristown Education Association, Local #7281 (hereinafter referred to as “Union”)

WHEREAS the District and Union are parties to a collective bargaining agreement (CBA) for the period from July 1, 2025, through June 30, 2027; and,

WHEREAS the District and Union desire to change Article X, Section 1 Basic Day beginning September 1, 2026,

NOW THEREFORE, be it resolved that the parties agree to the following:

Due to access to grades in real time for grades 9-12 and updates online for grades, conferences are poorly attended. BUCS Back on Track Nights will be implemented, which is a new way to support student success through interventions before grades fall too far behind.

High school Teachers will work an additional one and a half (1.5) hours twice per quarter. When Teachers work an additional twelve (12) hours, for BUCS Back on Track Nights, it will be counted as one and a half teacher duty days.

NOW THEREFORE, be it further resolved that the parties agree to the following:

The district and the local agree that the language in this MOU will be implemented for the 2026-2027 school year.

IN WITNESS WHEREOF, the parties have voluntarily entered into this MOU on the dates shown by their signatures. This MOU will not become effective unless and until it is approved by the District’s School Board and is signed by both parties.

For the District:

For the Union:

Board Head Negotiator

Dated

WEMEA Head Negotiator

Dated

Board Chair

Dated

WEMEA President

Dated