

MEMORANDUM OF UNDERSTANDING

2026–2027 School Year

This Memorandum of Understanding (“MOU”) is entered into by and between Whitepine Joint School District No. 288 (“District”) and the Whitepine Education Association (“WEA”).

AGREEMENT

For the 2026–2027 school year, the parties mutually agree to modify Article III, Section 3.4, Section 4 – Labor-Management Meetings, which currently provides:

“The Superintendent, two (2) or more members of the Board of Trustees, and Union representatives may meet on a monthly basis, or as otherwise mutually agreed, to discuss matters related to working conditions and other issues of mutual concern.”

For the 2026–2027 school year, the parties agree that this section will precede the section above:

“The Superintendent/designee, building principal(s)/designee, and two (2) Union representatives may meet monthly, or as otherwise mutually agreed, to discuss matters related to working conditions and other issues of mutual concern.”

The parties agree that all other provisions of Article III, Section 3.4 remain unchanged and in full effect.

This MOU is effective for the 2026–2027 school year and does not establish a precedent for future Negotiated Agreements unless mutually agreed upon by the parties.

The parties enter into this MOU with the shared goal of strengthening the Labor-Management process through regular communication, consultation, and collaborative problem-solving at the earliest appropriate level.

Superintendent	<u>Amy Caessens</u>	Date:	<u>8-17-26</u>
Board Representative	<u>McKee</u>	Date:	<u>8-17-26</u>
WEA Representative	<u>Jessaf Olson</u>	Date:	<u>8-19-26</u>