MEMORANDUM OF UNDERSTANDING

Regarding Principal Compensation

This Memorandum of Understanding ("MOU") is entered into between the School District and the Principals regarding compensation during the principal's probationary period.

Notwithstanding the established responsibility factor schedule for Principals who do not have prior experience serving as a Principal, the District agrees that the Intermediate School Principal shall receive compensation at the **Year 3 responsibility factor of 1.25% during the Principal's second year of service (2026-2027)**.

This adjustment applies solely to compensation and does not alter the established probationary period or any other terms and conditions of employment under the applicable contract or agreement.

All other provisions of the Principal's contract or applicable agreement shall remain in full force and effect.

Agreed to by:

School District Representative: _____

Title: _____

Date: _____

Principal: _____

Date: _____