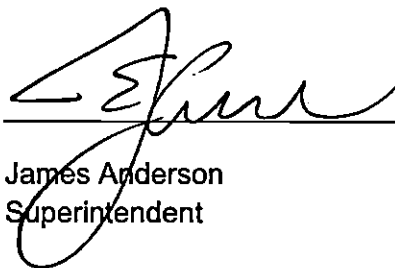


LETTER OF UNDERSTANDING

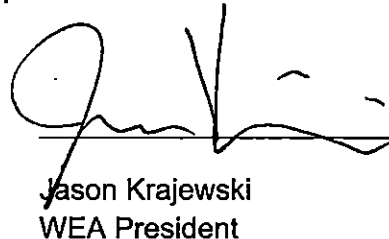
In the interest of sound labor-management relations, the Wyandotte Public Schools, hereinafter referred to as "Employer," and the Wyandotte Education Association, MEA/NEA, hereinafter referred to as "Union," hereby agree as follows:

- The parties engaged in negotiations for a successor collective bargaining agreement for the 2024 – 2025, 2025 – 2026, and 2026 – 2027 school years prior to the 2024 – 2025 school year. During negotiations, the parties agreed to final language pertaining to salary for the term of the contract in June of 2024;
- As part of the final language, ratified by both parties, a portion of the 2025 – 2026 and 2026 – 2027 school year salaries would include \$1,000.00 per employee spread across all paychecks for each school year. It was understood, however, the \$1,000.00 paid each year would not compound from year to year;
- The language delineated in bullet point 2 was not published in the final agreement between the parties. As such, no payments have been made to employees based upon the language agreed to and ratified by the parties;
- To resolve the matter, the parties have agreed the Employer shall make two (2) equal salary payments of \$500.00 to each employee during the 2025 – 2026 school year. The first payment shall be made in the paycheck at the end of the first semester. The second payment shall be made in the paycheck at the end of the second semester;
- Notwithstanding bullet point 4, the parties understand:
 - The two (2) \$500.00 payments shall not be considered ORS-eligible salary for the 2025 – 2026 school year;
 - The two (2) \$500.00 payments for the 2025 – 2026 school year shall not compound; and
 - Any employee leaving the Wyandotte Public Schools prior to receiving the full \$1,000.00 originally agreed to, shall receive a payment pro-rated for the time worked; and
 - Any employee working less than full time or less than a full semester will receive a pro-rated amount.
- This is the entire agreement between the parties for the 2025 – 2026 school year.



James Anderson
Superintendent

2/10/2026
Date



Jason Krajewski
WEA President

2/10/26
Date