



Memorandum of Understanding

Between Stillwater School
District and
Stillwater Education Association (SEA)

August 12, 2025

This is a Memorandum of Understanding between Stillwater School District and SEA regarding the teacher Step increase.

1. Due to the current district budget constraints, the Step increase will not be given for the 2025-2026 school year.

Administration agrees to review the Step increase request in terms of some form of compensation (Step, raise, one-time payment, etc.) after the district has received its mid-year allocation.

The parties agree that these changes will be effective for the 2025-2026 school year only.

Please note, a memorandum of understanding is not a contract.

For the District:

For SEA:

Roberta Douglas
SPS Board President

Date

Shaila West
SEA Lead Negotiator

Date

STILLWATER PUBLIC SCHOOLS