



# Olympia School District

111 Bethel Street NE ■ Olympia WA 98506 ■ <https://osd.wednet.edu>

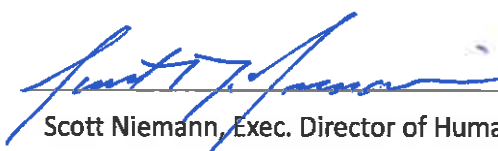
## Memorandum of Understanding Regarding 2023-2024 Reduced Educational Program and Staffing Plan Implementation

Between the Olympia School District and the  
Olympia Education Association

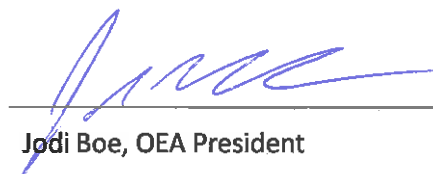
The Olympia School District and the Olympia Education Association agree that, for purposes of implementation of the 2023-2024 Reduced Educational Program and Staffing Plan adopted by the Board on April 17, 2023 (the "REP"), the Staff Retention procedures set forth in Appendix A, Section IV of the parties' collective bargaining agreement will be administered as follows:

1. The nonrenewals associated with the REP will be limited to the least senior employees on the seniority list or, to the extent the REP reduces ESA positions, the least senior ESAs in the affected roles.
2. Employees displaced because their positions are eliminated in the REP shall be placed in vacant and/or new positions (including positions vacated per Paragraph 1) based on the criteria listed in ARTICLE XIV, Section 5.C, (re: involuntary transfer or reassignment).
3. All nonrenewed employees except those subject to non-renewal under RCW 28A.405.220(1)(b) shall be placed on a "Displaced List." Employees on the Displaced List will be subject to recall to any remaining or new vacant positions in accordance with their seniority, certifications, and endorsements after the process described in Paragraph 2, above, is complete, provided the Displaced List and any right to priority recall of employees on it will expire September 30, 2023. If an employee rejects a position the employee may apply for positions which become vacant and are posted as an external candidate.
4. In the event of any conflict between this MOU and Appendix A, the terms of this MOU shall control, but only with respect to the REP and staffing decisions for the 2023-2024 school year.

For the District:

  
Scott Niemann, Exec. Director of Human Resources

For the Association:

  
Jodi Boe, OEA President