



Olympia School District

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

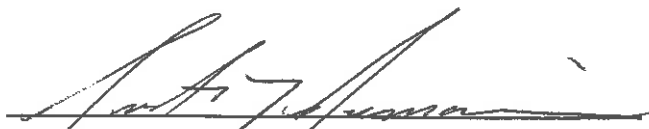
Memorandum of Understanding Regarding 2026-2027 Reduced Educational Program and Staffing Plan Implementation

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 2026-2027 Reduced Educational Program and Staffing Plan adopted by the Board on April 23, 2026 (the "REP"), the Staff Retention procedures set forth in Appendix A, Section IV of the parties' collective bargaining agreement will be administered as follows:

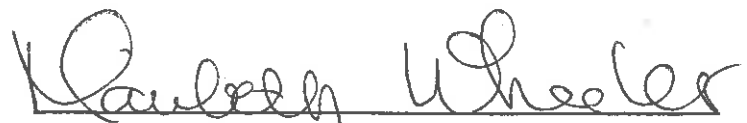
1. The nonrenewals associated with the Reduced Educational Plan (REP) will be limited to provisional employees, excepting those employees the District can demonstrate must be retained by necessity due to certification.
2. Employees displaced because their positions are eliminated in the REP shall be placed in vacant positions based on the criteria listed in ARTICLE XIV, Section 5.C, (re: involuntary transfer or reassignment).
3. All employees who are nonrenewed solely as a consequence of the 2026-2027 Reduced Education Program and Staffing Plan shall be placed on a "Recall List." Employees on the Recall List shall be subject to recall to any vacant positions in accordance with their seniority, certifications, and endorsements following the process described in Paragraph 2 above. The Recall List and any right to priority recall of employees on it will expire September 30, 2026. If an employee rejects a position, the employee will be removed from the Recall List and may then 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.

For the District:



Scott Niemann, Exec. Director of Human Resources

For the Association:



Maribeth Wheeler, OEA President