

**Memorandum of Understanding
Regarding Involuntary Transfers and Reassignments Between Schools**

Between the Olympia School District and the
Olympia Education Association

The parties agree that potential ambiguity as to the operation and effect of the language in Article XIV, Section 5.C of the CBA (Involuntary Transfers and Reassignments Between Schools) shall be resolved as follows, including but not limited to for purposes of implementing Paragraph 2 of the Memorandum of Understanding Regarding 2026-2027 Reduced Educational Program and Staffing Plan Implementation:

Priority for selecting vacant positions shall be based on the following criteria:

1. Good standing status (not involved in a probation or a written plan of assistance, are considered equal), then
2. Seniority as defined in Appendix A, 1, Experience/Seniority List.
3. Certificate/Endorsement

For the District:



Scott Niemann, Exec. Director of Human Resources

For the Association:



Maribeth Wheeler, OEA President