



Olympia School District

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

Memorandum of Understanding

Between the Olympia School District and the Olympia Education Association

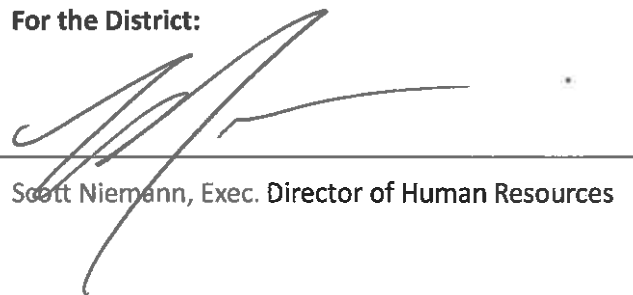
This Memorandum of Understanding ("MOU") is entered into between the Olympia School District ("District") and the Olympia Education Association ("Association") regarding a unique staffing circumstance for the 2026–2027 school year.

The parties agree that, notwithstanding any contrary provision of the Collective Bargaining Agreement, Rebecca Rutzick shall be eligible to select from available 1.0 FTE bargaining unit openings for the 2026–2027 school year.

The parties further agree that this MOU is non-precedent setting and non-precedential in nature. This agreement is made solely to address the specific circumstances of this individual case and shall not establish a past practice, create any contractual right for other bargaining unit members, or be cited as precedent in any future matter, grievance, negotiation, or dispute.

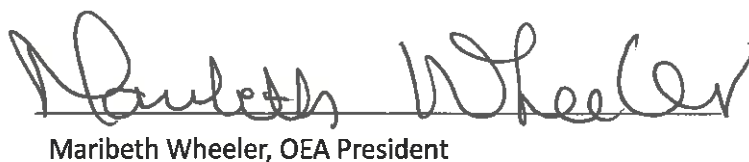
This MOU shall expire at the conclusion of the 2026–2027 school year and shall have no force or effect thereafter.

For the District:



Scott Niemann, Exec. Director of Human Resources

For the Association:



Maribeth Wheeler, OEA President