

Memorandum of Understanding Appendix Q Example of Rates of Pay

Between the Olympia School District and the
Olympia Education Association

This Memorandum of Understanding ("MOU") is entered into by and between the Olympia School District ("District") and the Olympia Education Association ("OEA") and is intended to amend the parties' current collective bargaining agreement ("Agreement") as follows:

Purpose

The parties agree to amend **Appendix Q-Examples of Rates of Pay** to reflect a change in the professional development day in provisions included in the examples of rates of pay.

Amendment to Appendix Q

Effective September 30, 2026, the following language in Appendix Q shall be amended:

Current Language:

"Includes 1 professional day in October (6 hour day)"

Shall be replaced with:

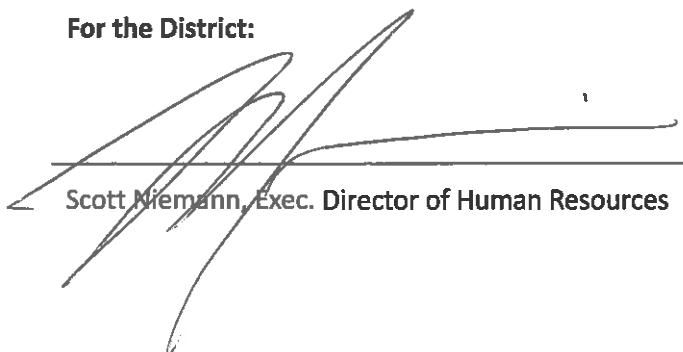
"Includes 1 professional day in March (7 hours)"

In addition, the following language shall be deleted in its entirety from Appendix Q:

"Includes 1 supervisor/teacher directed day (6 hours)"

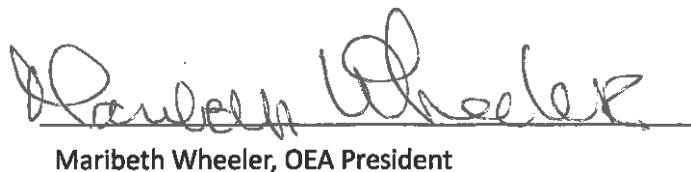
All other provisions of the Collective Bargaining Agreement shall remain in full force and effect.

For the District:



Scott Niemann, Exec. Director of Human Resources

For the Association:



Maribeth Wheeler, OEA President