

MEMORANDUM OF UNDERSTANDING

Regarding Time for Notice of Nonrenewal December 5, 2018


The Olympia Education Association Activities & Athletics Association (OEA-AAA) and the Olympia School District (OSD) agree that the language contained in Article III, Section 4 of the 2016-2019 collective bargaining agreement, Expectation of Continued Employment, poses some conflicts with language in other OSD employee agreements. This situation is compounded by the current uncertainty of the OSD's financial situation for the 2019-20 school year. The OSD and the OEA-AAA acknowledge that this situation could be addressed by issuing blanket nonrenewal notices for 2019-2020 to all advisors and coaches for all sports or activities within the 30-day window called for by Article III, Section 4. The parties also agree, however, that this approach would not be beneficial for the current or long-term health of the OSD educational/extracurricular program.

Therefore, the OEA-AAA and OSD agree that:

1. Article III, Section 4 will be modified for 2018-2019. For Fall and Winter sports and activities the 30-day window for notice of nonrenewal will be changed. Instead, the time for notice of nonrenewal for those sports/activities coaches and advisors will be extended to May 15, 2019, the same date for notification of certificated staff regarding nonrenewal of contract.
2. This amendment will sunset on August 31, 2019.
3. For spring sports and activities, the parties agree to negotiate any needed adjustments to the 30-day window for notice of nonrenewal at that time.

Signed  _____
Scott Niemann, Executive Director of Human Resources

Date 12.20.18

Signed  _____
Melvin H. Smith, President/Coordinator, OEA-AAA

Date 12/20/18