



MEMORANDUM OF UNDERSTANDING

March 2009

To: All Licensed/Certified Staff
From: Dr. Patricia A. All, Superintendent of Schools
Larry L. Spotts, President – Olathe NEA

Re: Memorandum of Understanding concerning grades 6/9 reconfiguration

The district and the association are continuing our collaborative planning concerning the reconfiguration of grades 6 and 9. This memorandum of understanding is intended to provide further clarification for staff about all of the procedures that will be implemented regarding the transfers and or reassignments of staff related to this important district initiative. As previously stated in presentations to staff, change of location for Grades 6 and 9 staff will be directed by the following concepts:

- Employee preferences to move with his/her current grade level, remain in the current building with a reassignment, or transfer to another location.
 - Junior high teachers (1.0 FTE) who teach 9th grade courses all or all but one of the teaching periods of their schedule will be considered 9th grade teachers.
 - Elementary classroom teachers who teach only 6th grade will be considered 6th grade teachers.
 - If a teacher chooses not to accompany his/her students to the new level then the agreement provision “Assignment, Employee Initiated Transfer and District Initiated Transfer Not Due to Reduction of Staff at a Building: Factors for Consideration” will apply. Note that the teacher may only be reassigned and/or transferred to a VACANCY.
- Feeder patterns of students related to the school to which their grade will be moved.
 - Every attempt will be made to ensure that staff accompanies their students to their new building(s).
 - In cases where the number of positions at a new school are not adequate to permit the relocation of all staff then the agreement provision “District Initiated Transfer Due to Reduction of Staff at a Building: Factors for Consideration” will be applied.

Pertinent agreement provisions between the District and Olathe NEA are:

- (GBZCA) Assignment and Transfer
 - Assignment (proposed change for 2009-10: Assignment and Location)
 - Employee Initiated Reassignment
 - Employee Initiated Transfer
 - Assignment, Employee Initiated Transfer and District Initiated Transfer Not Due to Reduction of Staff at a Building: Factors for Consideration (with proposed addition of language addressing factors for consideration in situations where a grade level is reorganized).
 - District Initiated Transfer Due to Reduction of Staff at a Building: Factors for Consideration

Situations concerning assignments, locations, reassignment and/or transfers that individual educators would like to appeal will be addressed by the appropriate Professional Council subcommittee, comprised of administrative and association representatives named by the superintendent and association president. The recommendation of that subcommittee will direct the resolution of that employee appeal.

Employees will have the opportunity to attend joint information session during the spring/fall of 2009 related to reconfiguration, licensure and endorsements. Additional questions should be directed to Human Resources and/or Olathe NEA leadership. The reconfiguration of grades 6 and 9 represents a great opportunity in the continuous improvement initiatives of our school district. Your continued support for all improvement is much appreciated.

PARTNERS IN EDUCATIONAL EXCELLENCE

SATURN/NEA/UAW PARTNERSHIP AWARD