



MEMORANDUM OF UNDERSTANDING (MOU)

**To: Olathe NEA Bargaining Unit (all certified/licensed, non-administrative personnel)
Secondary Principals**

**From: Lowell Ghosey, Executive Director – HR
Larry Spotts, President – Olathe NEA
On Behalf of Professional Council**

Re: Tentative Agreement on teaching a 6th period at the secondary level

The District and Olathe NEA reached consensus (May 7, 2009) on a tentative agreement for the 2009-10 negotiated agreement on the following provision which is a ONE YEAR VARIANCE for 2009-10 to: “Professional Day, specifically teaching a 6th period for secondary educators”. The specifics of this tentative agreement on this provision only are as follows:

- When approved by Human Resources and implemented to prevent hiring of additional staff, teaching a 6th period will be compensated at \$500 per semester for 2009-10.
- The current variance procedures for PROFESSIONAL DAY (teaching a 6th period) as contained in the 2008-09 agreement remain in place for other situations where the request does not prevent the hiring of additional staff, thus not receiving the \$500 per semester stipend.
- The Association and the District both encourage any educator requested to teach a 6th period in order to avoid hiring additional staff to accept this opportunity for 2009-10.

This action is not taken until other avenues are enacted to fill the need, such as itinerant pool, staff teaching in licensure areas for which they are certified, etc. This MOU provides guidance ONLY for staff as they prepare for the 2009-10 school year. The District and Olathe NEA agree to implement this tentative agreement for 2009-10 in anticipation of approval by the board and ratification by the bargaining unit of the complete 2009-10 agreement.

All questions should be directed to Lowell Ghosey or Larry Spotts.

NOTE: All provisions of the 2008-2009 negotiated agreement remains in place until a successor 2009-10 agreement has been approved by the Board of Education and ratified by the Olathe NEA Bargaining Unit.

PARTNERS IN EDUCATIONAL EXCELLENCE

SATURN/NEA/UAW PARTNERSHIP AWARD