



MEMORANDUM OF UNDERSTANDING (MOU)

July 27, 2009

To: Principals/Supervisors and Association Representatives
From: Lowell W. Ghosey, Executive Director-Human Resources
Larry L. Spotts, President – Olathe NEA

Re: Memorandum of Understanding (MOU) concerning Primary and Supplemental Individual Employment Contracts

The MOU between the District and Olathe NEA is to clarify the current negotiated agreement primary and supplemental individual employment contracts for all professional employees and does not represent any change in previous negotiated agreement provisions.

- The Personnel Calendar Employment Dates for Primary Contracts (appendix B of the agreement) designates all primary individual employment contract lengths for professional employees who receive primary contracts longer than 187 days. Primary contract compensation begins with the Aug. 15th paycheck for any professional employee on a less than 242 day primary contract.
- Any other professional employee who is employed for longer than 187 days is issued a supplemental contract for those extended days. Supplemental contract compensation typically begins on the September 15th paycheck.
- Primary and Supplemental Individual Employment Contracts are thoroughly explained in the negotiated agreement provision: COMPENSATION (GBZEA) TYPES OF CONTRACTS AND COMPENSATION.

In the past, some compensation for supplemental contracts for extended days was placed on primary individual employment contract forms. This MOU clarifies that this past practice will change congruent with the above explanation. Individual professional employees impacted will receive communication.

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SATURN/NEA/UAW PARTNERSHIP AWARD