



Olympia School District

111 Bethel Street NE ▪ Olympia WA 98506 ▪ <https://osd.wednet.edu>

Memorandum of Understanding

Between the Olympia School District and the
Olympia Education Association
Part time employees subbing

ARTICLE V OTHER TERMS AND CONDITIONS OF EMPLOYMENT

Section 14 Employees Who Work Less Than Full-time has been amended to reflect the following:

Employing part-time employees, those generating less than 1.0 FTE, is an accepted practice of the District. Where it is in the best interest of students and staff, the District will consider all reasonable accommodations for alternative staff schedules. The following pertain only to those employees:

1. When, during their non-teaching time, substituting in the building where they normally teach, the rate of pay shall be at their per diem rate.

ARTICLE IV ECONOMIC PROVISIONS Section 1 General Provisions B has been amended to reflect the following:

B. The pay for short term substitute teachers (those working fewer than eleven days in the same assignment, fewer than sixteen days in the current year, and fewer than forty-five days in the preceding school year) shall be no less than the prevailing rate for the Personnel Cooperative. Long term substitutes (those working eleven or more days in the same assignment, sixteen or more days in the current year or more than forty-five days in the preceding school year) shall be paid at a rate ten dollars higher than the short-term pay. The long-term substitute pay rate will be reviewed annually. Part-time District teachers who also substitute will be paid at their per diem rate.

This MOU is in effect until August 31, 2025

For the Association:

Jodi Boe, OEA President

For the District:

Scott Niemann, Exec. Director of Human Resources