

MEMORANDUM OF UNDERSTANDING
Between
NORTH THURSTON PUBLIC SCHOOLS
And
NORTH THURSTON PARAEDUCATORS ASSOCIATION

The North Thurston Public Schools and North Thurston Paraeducators Association ("NTPA") have agreed to Section 3.10 - Reassignment to the Collective Bargaining Agreement as listed below which was inadvertently omitted from the document.

Section 3.10 – Reassignment

Reassignment is the movement of a unit member from one position to another position within a building.

Paraeducators will be assigned hours based on information building Administrators are given by Human Resources.

Administration shall not make arbitrary changes in reassignments of an employee. Reassignments that occur due to anything other than overstaffing must go through Human Resources.

If reassignment occurs the Administrator will attempt to make the reassignment to a position with similar job duties.

Employees will be provided reasonable face to face communication prior to reassignment to explain the reasons for the change.

Unit members who are reassigned during the work year shall be allowed an appropriate amount of paid time for preparation prior to the effective date of the reassignment.

The District shall provide assistance in moving a unit member's material whenever a unit member is reassigned.

This MOU with this bargaining unit is effective for the duration of the collective bargaining agreement

Dated this 30 day of April, 2019.

For the Association:

By: Janice Kennish
Janice Kennish – Co-President
NTPA

By: Lori Huston
Lori Huston – Co-President
NTPA

Date: 4/30/19

For the District:

By: Charlie Burleigh
Charlie Burleigh
Executive Director
Human Resources

Date: 4/30/19