

MEMORANDUM OF UNDERSTANDING

August 21, 2020

Stipend Payment Process during 2020-2021 Contract Year:

The Olympia School District (OSD) and the Olympia Education Association-Athletic and Activities Association (OEA-AAA) agree to adjustment of Article VI Section 5 in light of the modifications in the work calendar due to the COVID19 pandemic.

1. The payment grid in Section 5 will not be followed for the 2020-2021 contract year.
2. All Coaches will be paid their full stipend over the period the sport is scheduled to take place by the Washington Interscholastic Activities Association (WIAA.) If the period straddles pay periods the payment may be divided by three. If the sport season is cancelled by the WIAA after partial performance of the contract, Coaches will be paid a proportionate portion of their stipend corresponding to the work performed. If the sport season is cancelled by the WIAA in its entirety and performance of the coaching duties is no longer possible, no stipend will be paid for the season.
3. Employees who perform their duties year round e.g. H.S. Activity Director, Intramural, Bus Duty, Elementary patrol, will remain eligible for compensation throughout the closure provided the work they perform is consistent with past expectations for the position. Any disagreement regarding payment will be resolved thru discussions between OEA-AAA and OSD Executive Director of HR.
4. Per performance stipends will continue to be paid when a performance is planned or presented remotely.
5. All coaches assigned duties during the 2020-2021 school year will accrue salary schedule credit for the year if the sport/activity is cancelled for any reason.

Any questions please contact the OSD HR Director Scott Niemann and/or OEA-AAA President/Coordinator Mel Smith.

Signed 

Date **08.24.20**

Scott Niemann, Executive Director of Human Resources, OSD

Signed _____

Date _____

Melvin H. Smith, President/Coordinator, OEA-AAA