

Explanation of Memorandum of Understanding (MOU)

Olathe NEA has a proud collaborative tradition of developing a Negotiated Agreement through the work within the Professional Council to promote quality learning conditions for our students. These agreements have always been voted on by you, members of our bargaining unit. ONEA members volunteer countless hours with support from professional staff and legal services of the Kansas National Education Association.

The unprecedented actions by Governor Kelly, Dr. Randy Watson, and state and local health officials to protect our community from the COVID-19 pandemic has led us and other educators in uncharted territories across Kansas regarding their negotiated agreements.

Members of the Professional Council have met to develop a Memorandum of Understanding (MOU) in order to address many of the concerns due to school closures for the rest of the 2019-2020 school year. In general, Memorandum of Understandings have clear and specific language to address modifications to the Negotiated Agreement.

Given the current situation, our Negotiated Agreement may include language that requires modification. In order to clarify working conditions for the remainder of the 2019-2020 school year, Professional Council is proposing an MOU to determine the method to modify our Negotiated Agreement. This MOU will be voted on by all Bargaining Unit members and will determine the decision-making model moving forward. If approved, temporary changes to the Negotiated Agreement will be made by [Professional Council](#), which includes an equal number of educators and administrators, and would not require an additional vote by the Bargaining Unit.

It is our goal that any changes would be limited to issues specifically related to the COVID-19 pandemic and working conditions. If ratified by the Bargaining Unit and the Olathe Schools Board of Education, this MOU would remain in effect for the rest of 2019-2020 school year and expire on June 30, 2020.