

Memorandum of Understanding Related to COVID-19

The Olathe School District (Board) and the Olathe NEA (Association) hereby enter into this Memorandum of Understanding (MOU), which is incorporated into the parties' 2019-2020 collective bargaining agreement, to address issues pertaining to COVID-19.

The parties seek to minimize the spread of COVID-19; protect students, staff, and the public; establish educators' rights and responsibilities as they relate to COVID-19; and facilitate the implementation of the District's Continuous Learning Plan (Plan).

It is the Board's and the Association's intent to develop a collaborative framework that supports our mission to provide a quality education for all children and specifically allows the Plan to function as it was developed. We recognize the possibility that there might be some portion of the Plan that conflicts with the Professional Agreement.

Recognizing this is a fluid situation and the safety of all parties is our first priority, if conflicts arise, the parties agree that Professional Council shall meet in good faith within a reasonable time period to collaboratively identify necessary changes to the Agreement or other working conditions of employees to comply with aspects or strategies of the Plan. Any proposed change must receive a majority of votes in the committee (Professional Council) to be approved.

Any changes thus approved shall be in effect immediately. The changes shall be communicated promptly by email to the entire bargaining unit. Any approved changes shall expire on June 30, 2020.