

Memorandum of Understanding

THIS MEMORANDUM OF UNDERSTANDING ("MOU") IS ENTERED INTO BY AND BETWEEN THE OTHELLO EDUCATION ASSOCIATION AND THE OTHELLO SCHOOL DISTRICT.

Right-Sizing Plan for the 2025-2026 School Year

Purpose

This Memorandum of Understanding (MOU) outlines the agreement between the Othello Education Association (OEA) and the Othello School District (OSD) regarding staffing adjustments for the 2025-2026 school year. This MOU reflects the shared commitment of both parties to balance the needs of staff, students, and the community while addressing necessary changes in staffing levels.

Reduction Prioritization

- Non-certificated and provisional staff will be prioritized for reductions.
- If non-provisional staff are impacted, OEA and OSD will collaborate to find suitable placements within the district where feasible subject to certifications and relevant experience. Ultimately, the District will make the final determination of placement.

Staff Reassignments

Teachers who have traditionally taught specific grades may be reassigned to other grade levels to meet the evolving program and building needs. While reassignments will be approached collaboratively, considering the input of staff and overall school requirements, the final decision on grade-level assignments will rest with the school principal to ensure alignment with the educational goals and operational needs of the school.

K-12 Staffing Adjustments

The reductions outlined below are based on current data and forecasts but may be subject to change. Should further reductions become necessary, the District will provide OEA with timely and adequate notice.

Elementary Schools (K-6):

Reductions will occur across Scootney Springs, Hiawatha, and Wahitis Elementary Schools, each reducing three certificated classroom teachers and one librarian.

Lutacaga Elementary will reduce four certificated teachers and one librarian. Adjustments at Lutacaga will include a focused instructional model for K-2 and 3-6 grades, allowing the school to retain key positions to support its dual-language program.

Middle School (7-8):

McFarland Middle School will reduce one certificated librarian and one dean of athletics.

Leadership and support duties will be absorbed by the existing administrative team to ensure continuity.

High School (9-12):

Desert Oasis High School students and select staff will be relocated to Othello High School. A “school within a school” model will be implemented to maintain program identity while integrating staff and students. Additionally, the shift of Desert Oasis teachers moving to OHS will result in a reduction of 5-6 provisional status and non-certificated teachers at DOHS and OHS due to staffing adjustments.

Recall

The staff recall process will not be based on seniority, as the reductions primarily affected provisional staff. Instead, the recall will focus on certification and relevant experience to meet the specific needs of the school. The building principal will make the final determination, ensuring that the most qualified candidates are selected for the available positions. No positions will be posted without first considering affected provisional staff.

Duration of Agreement

OEA and OSD will continue to work together during the staffing adjustment process which will occur through the school year and through August 31, 2025, as resignations and retirement decisions are made.

OTHELLO SCHOOL DISTRICT



Superintendent

10/28/24
Date

OTHELLO EDUCATION ASSOCIATION



President

Oct 28, 2024
Date