

Memorandum of Understanding
Between the Olympia School District
And
Teamsters Local 252
Custodial, Maintenance, and Grounds Employees

Subject: Out of Classification Promotions - Salary Advancement and Return to Longevity Step

Parties: This Memorandum of Understanding (MOU) between The Olympia School District, hereinafter referred to as the "Employer," and Teamsters Local 252, Custodial, Maintenance, and Transportation Employees, hereinafter referred to as the "Employee."

Background: The Employer recognizes the need to incentivize and reward employees who have longevity with the District. This MOU outlines the terms and conditions for salary advancement and subsequent return to longevity steps for employees who are promoted out of classification.

Terms and Conditions:

Eligibility Criteria: Employees on step 8 or 10 of their current classification who are promoted to a higher classification are eligible for the provisions outlined in this MOU.

Salary Advancement: Upon promotion to a higher classification, the Employee's new classification step shall be determined in a manner that ensures a minimum salary increase of at least 5% from their previous step's salary. If a step is available in the higher classification that meets or exceeds this 5% increase requirement, the Employee will be placed in that step.

Step Placement: In the event that a step in the higher classification resulting in a 5% increase is not available, the Employee shall be placed in the nearest step that provides the closest salary increase above 5%. The determination of the step placement shall be made in accordance with established salary scale guidelines and practices.

Service Period for Return to Longevity Step: Once the Employee completes two years of service in the new classification, they will be eligible to return to the appropriate longevity step (step 8 or 10) of the new classification.

Termination of Employment: In the event that the Employee's employment is terminated, either voluntarily or involuntarily, prior to the completion of the two-year service period, the provisions of this MOU related to return to longevity step will not apply.

Entire Agreement: This MOU constitutes the entire agreement between the parties regarding out of classification promotions, salary advancement, and return to longevity steps and supersedes any prior understandings or agreements, whether oral or written.

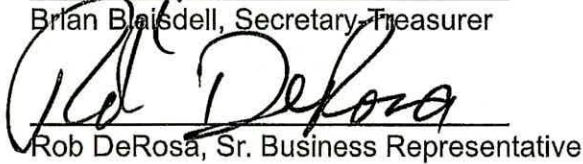
Execution: This MOU may be executed in counterparts, each of which shall be deemed an original and all of which together shall constitute one and the same instrument.

Executed this 5th day of October, 2023.

Teamsters Union Local No. 252



Brian Blaisdell, Secretary-Treasurer



Rob DeRosa, Sr. Business Representative

Olympia School District



Patrick Murphy, Superintendent