



# Olympia School District

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## Memorandum of Understanding

Between the Olympia School District and the  
Olympia Educational Administrative Professional Association

- After one week (5 business days) of a position being unfilled, the OEAPA member performing those additional duties would be compensated at an hourly rate of an additional 25% of their base salary.
- The additional 25% is only for the hours of the position in which they are filling.
- Overtime hours will continue to be paid at time and a half of the members base salary.
- When a member is filling in for a position at a higher range the overtime rate will be commensurate with the hourly rate. *Article 13 Section A*
- Members must request approval from their supervisor for overtime hours.
- Days that there are a substitute to fill the vacant position, the OEAPA member would be paid at their normal rate of pay.

For the Association:

October 12, 2021

Brandi Sorem, President

For the District:

Scott Niemann, Exec Director of Human Resources