

MEMORENDUM OF UNDERSTANDING BETWEEN NORTH THURSTON EDUCATION  
ASSOCIATION AND NORTH THURSTON SCHOOL DISTRICT

The following *Memorandum of Understanding* is made and entered into between the North Thurston School District ("District") and the North Thurston Education Association ("NTEA") to place the grievance filed by NTEA on March 27, 2025, in abeyance in order to negotiate a potential settlement agreement.

Whereas, NTEA filed a class grievance on March 27, 2025, regarding counselors and 504 plans at Step III;

Whereas the District denied the grievance on April 29, 2025;

Whereas, NTEA moved to arbitrate the grievance on May 5, 2025; and

Whereas, Arbitrator Eide was assigned to the arbitration and the arbitration date was set for November 18, 2025.


Now, therefore, the Parties agree as follows:

1. In good faith, the Parties agree to continue to negotiate a settlement of the issues raised in the March 27, 2025 grievance;
2. While the Parties are negotiating, the grievance will be placed in abeyance;
3. The arbitration will not be held on November 18, 2025, but may be rescheduled at the request of either Party;
4. If a Party determines that settlement is not possible, then that Party may end the abeyance and reinstate arbitration. The Party ending the abeyance will take the following steps:
  - a. Provide written notice to the other party of its intent to end the abeyance. If NTEA ends the abeyance, then the Executive Director of Human Resources must be included in the notice. If the District ends the abeyance, then the NTEA President must be included in the notice.
  - b. The Parties will mutually agree to a new date for arbitration.
5. This MOU will be in effect upon execution by both parties.

This MOU will expire when the Parties settle the grievance or when either party ends abeyance of the grievance.

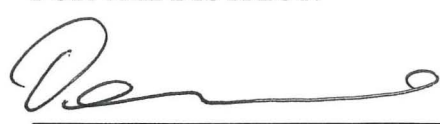
Agreed to this 10th day of October 2025.

FOR NTEA:



Ray Nelson  
President of NTEA

FOR THE DISTRICT:



Derrick Pete  
Executive Director of Human Resources