

**Memorandum of Understanding
Between the North Thurston Public Schools
And
The North Thurston Association of Office & Technical Employees**

This Memorandum of Understanding is entered into by North Thurston Public Schools and the North Thurston Association of Office & Technical Employees. Section 14.6 of the Collective Bargaining Agreement is updated to read as follows. This language will be in force for the balance of the duration of the current Collective Bargaining Agreement and will be brought forward for review in the next open bargain.

Section 14.6 – Classification Changes

In the event the District assigns an employee to perform services regularly performed by an employee with a bargaining unit classification having a higher rate of pay, the assigned employee shall be paid at the higher rate of classification while performing the work of said classification, provided the duties are performed on two (2) or more days within the same calendar month, whether or not those days are consecutive. Any questions regarding job duties shall be directed to the employee's immediate administrative supervisor for clarification.

X 

Derrick Pete
Executive Director of Human Resources

4/29/2026

Date

X 

Amanda Kinnaird
NTAOTE Co-President

4/24/2026

Date