

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) between Yelm Community Schools ("District") and the Yelm Extra Curricular Association ("Association") addresses recall for nonrenewed middle school coaches.

WHEREAS, in light of a double levy failure and other financial challenges, the Parties acknowledge an imminent need for a reduction in force via nonrenewal to avoid compromising the financial integrity of the District; and

WHEREAS, Article III, Section 2 of the CBA recognizes that nonrenewal of coaching positions for financial reasons is not subject to just cause; and

WHEREAS, the District hopes to be able to secure funding needed to recall nonrenewed coaches; and

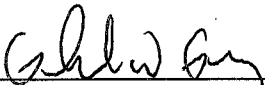
WHEREAS, this MOU establishes a recall process for those employees being nonrenewed in or around March 2026.

NOW, THEREFORE, the District and the Association agree as follows:

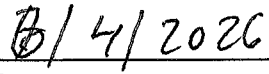
1. Middle school coaches who are nonrenewed for financial reasons on or after March 1, 2026, will be placed on a recall list for possible employment for a period of 18 months.
2. It shall be the responsibility of each coach placed on the recall list to keep Human Resources updated with their current mailing address, email, and contact number.
3. If a position previously held by a coach on the recall list becomes open for hiring, notification from Human Resources to the coach will be by a letter, email, and/or phone call. Priority for recall will be given to the coach who most recently held the position in question (e.g., the coach who held the position in question during the 2025-26 school year will have priority over a coach who held the position in an earlier school year).
4. Coaches will have five (5) working days from the date of notification to accept the position. In the event a coach is non-responsive within the five (5) working days, the individual will be removed from the recall list.
5. If a coach rejects the position, the individual will be removed from the recall list.
6. This agreement contains all of the promises and covenants exchanged by the parties and supersedes any and all other verbal or written agreements regarding this program. In executing this Agreement, all parties warrant that they are relying solely upon their own judgment and knowledge and that they are not relying on any statements or representations made by the opposing party.
7. Unless extended by the parties in writing, this MOU expires on the later of August 31, 2027, or the last date in which a coach remains on the recall list, provided that each coach is only eligible to remain on the recall list for a maximum of 18 months following their nonrenewal.

8. This MOU will not be considered precedential.
9. This MOU becomes effective upon execution by both parties.

Yelm Extra Curricular Association



Phil Perry, President

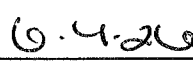


Date

Yelm Community Schools



DeeDee Buckingham, Director of Human Resources



Date