

MARCH 2026

# THE SWARM



## President's message

See the survey results from the District proposed changes to conference week.

## Representative Council

March 11<sup>th</sup> @ 4:30pm

## WEA Chinook Council

March 19<sup>th</sup> @ 4:30pm

## Contract Administration

March 23<sup>rd</sup> @ 4:00pm

## WEA Representative Assembly

April 9-12<sup>th</sup>, 2026

## In this newsletter:

- [Seniority Lists Now Available On-Line](#)
- [Important Announcement from the Superintendent](#)
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## Seniority Lists Now Available On-Line

Seniority lists (one for instructional staff and one for most ESA staff) can now be found and reviewed on the NTPS Human Resources homepage on the Staff Intranet. You can use [this link](#) to access that HR page. Be advised, the years of service column (Total State Experience – Reportable to OSPI/S275) does not yet include this school year in the calculation.

## Important Announcement from the Superintendent

On Wednesday, February 25<sup>th</sup> during a joint meeting of the NT Labor Council leadership, Superintendent Troy Oliver announced that the District will present a resolution to the NTPS school board on March 24<sup>th</sup>. The Superintendent stated that due to financial uncertainties (potential cuts in funding, student enrollment challenges, certain rising costs, etc.) that out of an abundance of caution the school board will be asked to approve the possibility of initiating Reduction In Force (RIF) notices this May. This is what the resolution is about. The Superintendent's announcement was a surprise, to say the least, to me. I had helped present the new seniority list to some ESA groups and said to them, "I have heard nothing and have no evidence that NTPS is struggling financially. We are presenting this Seniority list so you all understand why it was created and what it means". My statement was true then, but the situation appears to be different now!

When pressed, the Superintendent expressed the hope that, if certain financial actions come to pass (like the WA legislature not cutting FRK funding) and a meaningful number of current employees retire

or resign this year, RIF notices might not actually need to go out, would go out to fewer employees, or that all/most employees given a RIF notice would actually be recalled for the 2026–2027 school year. Article 28 – Layoff and Recall describes the process NTPS must use if distributing RIF notices becomes a necessity for the District. The NTEA-NTPS CBA can be found [here](#).

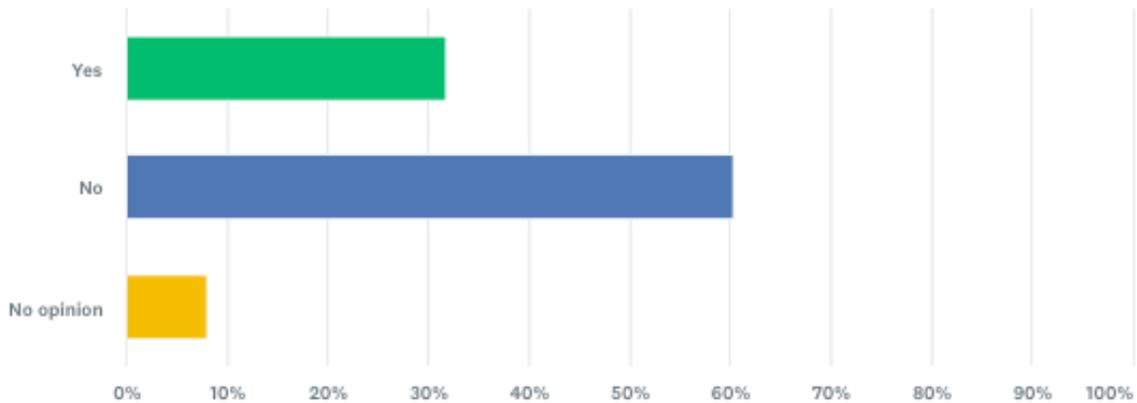
This announcement must be taken seriously, but don't make rash decisions. At the risk of inciting unfounded and inaccurate rumors, I am letting you know about the Superintendent's announcement, even though there are many unknowns as of this day March 4, 2026. I was alerted last week, a day or two after the February 25<sup>th</sup> meeting, that rumors about "North Thurston's financial hardship" had already started. I would not call the situation a "hardship" today. There are reasons to be watchful and alert. As NTEA leadership learns more about what is being done, we will let membership know. In the meantime, focus on the job and the students you are responsible for. We will get through this together. A formal announcement from our superintendent will be made in the coming days via Parent Square.

Ray

### Conference Week Survey Results

Are you in favor of the NTPS proposal to change Fall Conferences to only two days and Spring to one day (all three days being days in which students do not attend classes)?

Answered: 660 Skipped: 0



| Answer Choices ↓ | Percentage ↓ | Responses ↓ |
|------------------|--------------|-------------|
| Yes              | 31.67%       | 209         |
| No               | 60.30%       | 398         |
| No opinion       | 8.03%        | 53          |
| <b>Total</b>     |              | <b>660</b>  |