



Announcement About Things to Expect For the Week of April 27-May 1 and Beyond

On top of all the other challenges and difficulties you face every day as certificated employees, on March 25, after an NTPS Labor Council meeting, I informed you of our Superintendent's decision to submit a Reduction in Force Resolution (# 11-25/26 – Reduction In Force) to the NTPS School Board at their March 24 meeting. That was just one month ago. Over the past four weeks many things have been said, accurately and inaccurately, and in this instantaneous social media world, shared widely.

The primary aim of this letter is to share what I can about actions taking place next week, who will be directly impacted, how NTEA plans to deal with the impacts, and a bit about the next few months before the 2026-2027 school year starts.

NTPS has been challenged the past two year by some declining enrollment (and remember that “enrollment drives revenue”) and escalating costs, especially things like insurance and bus fuel, to name only two. If you are like me, you have experienced increased cost of many personal essentials. The situation is real. Here, I am not going to get into where I think NTPS can and should make cuts to administration or why the District is breaking ground on the LEAF Center when reducing staff is being proposed. We can have that conversation another time.

I have structured this letter (using **bold headings**) so that you skip topics you are familiar with and go to the topics you need to.

Transfers vs Layoffs

To start, we are dealing with two situations: the seemingly annual building level staffing projections and voluntary/involuntary transfers as described in Article 21 of our [Collective Bargaining Agreement](#) (CBA) and the overall financial situation of NTPS due, in part, to decline in enrollment and increased costs that triggered the RIF Resolution and the activation of Article 28 in our CBA. I will focus only on the Article 28 (Layoffs) situation here.

Tenured vs Provisional Employees

Additionally, we have two general categories of employees in our bargaining unit: Continuing (Tenured) and Provisional. Provisional certificated employees are those employees who are new to the profession or new to Washington state and are “provisional” for as long as three consecutive years **or** bring two or more years of experience from elsewhere in Washington with them and are “provisional” for one school year. [RCW 28A.405.220](#) is the legislation that governs treatment of provisional employees. That said, provisional employees can be “let go” or ‘non-renewed’ for any reason by the employer. They are essentially “at will” employees during the provisional status. Typically, non-renewal is for performance reasons; using the evaluation process. Provisional employees can also be let go, through no fault of their own, for reason of financial hardship of a school district. Unless a CBA has language that describes how to determine which provisional employees get let go and which do not (the NTEA CBA does not have such language in it at this time), the district can determine which provisional employees get ‘non-renewed’.

Tenured employees are those who have made it through the provisional period and cannot simply be “non-renewed.” NTEA Executive Board members have been meeting at every opportunity (a couple of Contract Administration meetings, my Weekly meetings, and impromptu meetings) to understand the district’s needs and remind our employer of our needs as described in the CBA. We have also helped make decisions or concurred on actions for which our CBA is silent.

Things to Expect the Week of April 27 – May 1

In part, what is listed here, comes from directions given to all building principals and supervisors.

Monday, April 27:

At the end of the workday, employees identified for ‘non-renewal’ or layoff (RIF) will be *verbally notified* by their building principal or supervisor. This is an official notification.

Tuesday, April 28:

NTPS School Board meeting at Lakes Elementary School. The Board will be discussing/approving the finalized plan for the earlier RIF resolution. It is possible that the Board could modify that plan in some way, but I do not think that is very likely. The meeting starts promptly at 6pm. Speakers for “Public Comment” need to sign up to speak in the half hour before the meeting starts.

Wednesday, April 29:

At the end of the workday, employees *verbally notified* by their building principal or supervisor on Monday, will be *given a letter* notifying them of ‘non-renewal’ or layoff (RIF). This is the final notification.

Tuesday, May 5:

NTEA will host a dinner meeting for those employees ‘non-renewed’ or laid off (RIF) to be able to talk with them and provide resources and guidance as they try and navigate the next few months. Specific invitations and dinner meeting contents will be sent to the effected employees.

Friday, May 15 or earlier:

All tenured employees who were not notified about being laid off (RIF) and any provisional employees not notified of non-renewal will be offered a 2026-2027 Employment Contract. I encourage employees to sign the contract and get it returned on or well before the deadline! You can always get out of that 2026-2027 contract easily by submitting a Letter of Resignation or Release from Contract by sending it to HR on or before the last student day of this school – still Wednesday, June 17th.