



Announcement About Things to Expect Follow Up Post NTPS School Board Meeting 4-28 (April 30, 2026)

As I am sure you have heard or read by now, the NTPS School Board pulled the RIF Resolution out of the consent agenda Tuesday night at the April 28th School Board meeting and postponed that Resolution's adoption. On my previous [Announcement](#) about the timeline for non-renewals and RIF, I stated that, "It is possible that the Board could modify that plan in some way, but I do not think that is very likely." Well, the "not very likely" happened. What that postponement meant immediately was that anyone identified to receive a hand-delivered letter from the Superintendent notifying the employee of non-renewal or RIF on Wednesday, April 29 would not.

I have some thoughts about what the Board's action on Tuesday night means for the short and long term of North Thurston Public Schools and our roles as employees. I think it best to save those thoughts for another time and for now focus on what we know today and what to expect in the days to come before May 15.

Also, as of this writing, I have not heard about a Special School Board meeting being called to again consider the postponed RIF Resolution. I assume that they must meet and publicly determine a path. That path could be:

- Resuming what was proposed in the RIF Resolution (cuts of Mental Health and Physical Therapists) or;
- Non-renewing more provisional employees (to help meet the District's financial goal) or;
- Finding money elsewhere and non-renewing/laying off fewer certificated staff or;
- Something else.

I do not yet know what the school board is thinking or how they plan to respond.

Things to Expect the Week of May 4-8

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After speaking with NTPS Human Resources directors, here is what we can expect for next week.

Monday, May 4:

At the end of the workday, employees identified for 'non-renewal' (approximately 20 district-wide) will be handed a written notice of non-renewal by their building principal or supervisor. This is an official notification.

Tuesday, May 5:

NTEA will host a Support dinner meeting for those employees 'non-renewed' to be able to talk with them and provide resources and guidance as they try and navigate the next few months. Any provisional employee notified by letter of non-renewal should consider themselves invited to the support dinner meeting. Individual email invitations will go out Monday, May 4.

Voluntary/Involuntary Transfers announcements will go out to those buildings already identified as needing to reduce staff, due to a decline in projected enrollment. This is the further activation of Article 21 in the CBA. The first step will be to ask if anyone in those buildings would be interested in volunteering to be transferred. If no one at a building volunteers, then the appropriate employee(s), according to Article 21, will be involuntarily transferred to a vacant position elsewhere in the district. Non-renewed provisional employees would not be able to volunteer for transfer. Any employee wanting/needing guidance about this process may reach out to Ray Nelson and are encouraged to do so.

Sometime during the week of May 4-8:

The School Board convenes a Special meeting and makes a decision about RIF?

Friday, May 15 or earlier:

All tenured employees who were not notified about being laid off (should the School Board approve 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.