

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SPOKANE SCHOOL DISTRICT
AND
THE SPOKANE EDUCATION ASSOCIATION
REPRESENTING
CERTIFICATED STAFF

The District and the Association agree to the following for the 2016-2017 school year:

Certificated Substitute Teacher Bonus Incentive

The District understands our substitute teachers are critical to the success of our students. They play an integral role in supporting the continuation of learning during a classroom teacher's absence. In support of this work and due to the current shortage of substitute teachers, the District will implement a pilot substitute bonus incentive to substitute teachers. This will be a semester based incentive and will be based on substituting hours worked. In order for a substitute to qualify for the bonus pay, they must work a percentage of the available hours, per semester.

First Semester Incentive Bonus

In order to be eligible for the first semester incentive bonus, the substitute teacher will need to work at least 80% of the eligible hours between September 1, 2016 and January 31, 2017, in a certificated teaching substitute position. Calculations for the bonus incentive are as follows:

Date range for Hours Calculation: 9/1/16 to 1/31/17

Percent of Eligible Hours	Will Receive
95 - 100%	\$500.00
90 - 94.99%	\$450.00
85 - 89.99%	\$425.00
80 - 84.99%	\$400.00

The payment for first semester will occur in the February 2017 pay warrant.

Second Semester Incentive Bonus

In order to be eligible for the second semester incentive bonus, the substitute teacher will need to work at least 80% of the eligible hours between February 1, 2017 and June 15, 2017, in a certificated teaching substitute position. Calculations for the incentive bonus are as follows:

Date range for Hours Calculation: 2/1/17 to 6/15/17

Percent of Eligible Hours	Will Receive
95 - 100%	\$500.00
90 - 94.99%	\$450.00
85 - 89.99%	\$425.00
80 - 84.99%	\$400.00

The payment for second semester will occur in the July 2017 pay warrant.

Long Term Substitutes

Long term substitutes are placed on the teacher salary schedule according to their experience during the time frame in which they are long term substituting. Hours worked outside of the long term assignments will be eligible for the incentive bonus.


Difficult to Fill Positions

In an effort to fill Special Education classroom absences (BI, DI, ABLE, MHOH, Resource Room) the District will increase pay for these assignments to \$125.00 per day. Half day rules still apply and will be paid \$62.50. These positions are available for selection by qualified substitutes upon entry of the absence. Special effort will be made by the Substitute Services office to ensure these positions are a priority fill.

Substitutes may receive the increased daily rate by accepting the Special Education difficult to fill positions (BI, DI, ABLE, MHOH, Resource Room) and participate in the substitute incentive bonus pay by working a percentage of the available hours as identified above.

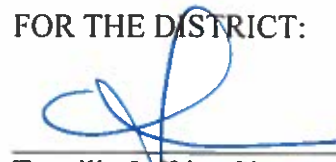
FOR THE ASSOCIATION:


Jenny Rose, President
Spokane Education Association


Rebecca Powell, Uniserve Director
Spokane Education Association

10/4/16
Date

FOR THE DISTRICT:


Tennille Jeffries-Simmons, Chief Officer
Human Resources


Mary Templeton, Certificated Personnel Director
Human Resources

10/4/16
Date