



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

The District and the Association are agreeing to the following as a method for elementary schools to implement Peer Professional Learning early release schedules to meet the mutual interest of developing schedules with an equitable impact across master schedules. Furthermore, the parties agree that every reasonable effort should be made to develop schedules that do not disproportionately impact the planning or preparation time for a few staff.

The following options are available for elementary schools to consider on early release days:

1. Compress the school day schedule and shorten the length of all of the instructional blocks in an equitable and fair manner;
2. Reduce specialist schedules to be no less than 25 minutes in length.

Schools are not required to select one of the options above if another solution, consistent with the collective bargaining agreement, has been identified.

Developed schedules shall not require staff to receive their lunch break while traveling from one site to another. Every effort will be made to ensure that the compression in schedule will still meet the weekly requirements for staff preparation time.

Upon implementation of either option above, the following sections of the collective bargaining agreement are in full force and effect:

1. Staff members will receive a 30 minute duty-free lunch;
2. Preparation time schedules will be reviewed each year to monitor for equity from year to year.

This memorandum is in effect through the expiration of the 2016-2019 collective bargaining agreement unless both parties agree to revisit this MOU.

FOR THE ASSOCIATION:



Jenny Rose, President
Spokane Education Association



Rebecca Powell, Uniserv 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