



Spokane Public Schools  
*excellence for everyone*

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

The District and the Association agree that a common workday schedule for certificated staff across levels will support effective implementation of Professional Learning Improvement Days (PLID). Professional development may be offered at school sites irrespective of this common workday schedule. The following has been agreed upon by the parties:

1. The work day for the Learning Improvement Days will be from 8 a.m. – 3:30 p.m.;
2. Staff members will receive a 30 minute duty-free lunch;
3. If staff members are expected to start at one site and then transition to professional development sessions in another part of the district, appropriate travel time will be allowed.

The following provision in Section 25 of Article IV—Employee Workday is affected by this memorandum of understanding:

“D. Employees shall begin their workday thirty (30) minutes before the student’s school day begins and shall continue thirty (30) minutes after the student’s school day ends, except on days that administratively called faculty meetings are held.

1. The time before and after student arrival and departure will be used for preparation for conferences with parents/students.”

This provision shall be in full force and effect in all instances other than on Professional Learning Improvement Days through the expiration of the 2016-2019 collective bargaining agreement unless both parties agree to revisit this memorandum of understanding.


FOR THE ASSOCIATION:

  
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Jenny Rose, President  
Spokane Education Association

  
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Rebecca Powell, UniServ Director  
Spokane Education Association

\_\_\_\_\_  
10/4/16  
Date

FOR THE DISTRICT:

  
\_\_\_\_\_  
Tennille Jeffries-Simmons, Chief Officer  
Human Resources

  
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Mary Templeton, Certificated Personnel Director  
Human Resources

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10/4/16  
Date