



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

Certificated Specific Working Conditions Language

As the models develop, we may need to amend or add to these.

I. Compensation:

A. *Due to the requirement that IEPs be amended to fit the instructional minutes in the remote learning environment and potentially again if the district moves to an in-person/hybrid model of instruction, for every teacher or related service provider that has more than 20 IEPs that must be amended, employees shall be provided up to two days, at the teacher or related service provider's discretion, of release time for case management. In lieu of utilizing release time, the teacher or related service provider may choose to receive two days of substitute pay. For every teacher or related service provider that has more than 20 IEPs that must be amended during the switch from remote learning to hybrid/face to face format, two additional days, at the teacher or related service provider's discretion, will be provided.*

II. General Concepts

A. *Employee furniture/materials that are district property and are stored will be clearly marked/coded for return to the assigned employee when social distancing protocols are no longer necessary.*

B. *Classes/caseloads will be established based on the in-person/hybrid model needs/requirements regardless of the model learning is taking place within to provide for a seamless transition between the models when needed*

- C. *If a teacher is displaced from their classroom, a mutually agreed upon teaching space will be designated that allows for adequate teaching.*

III. Benefits: *SEBB benefits will be maintained according to law.*

IV. Substitutes/Fail to Fill

- A. *The district will train and provide equipment to substitutes. Training will include providing instruction in a virtual environment as well as safety protocols in an in-person environment.*
- B. *Teachers will develop and communicate 'emergency' lesson plans to each supervisor in the event of an unforeseen absence. All other absences would follow normal substitute teaching protocols and social distancing protocols will be adhered to. Substitutes will not be granted access to a teacher's Microsoft Team without prior permission by the teacher.*
- C. *If a break in consecutive days in the same assignment is caused by order of the County Health District the days will not affect or interrupt days of service during the first twenty (20) consecutive days.*
- D. *The District will discontinue all professional development that would result in staff needing a substitute.*

V. Employee Facilities

Every teacher will be provided the technology tools needed to run a successful virtual classroom (i.e. computer with camera or webcam, microphone etc.)

VI. Other

- A. *Safety Webinars: Employees shall be provided time during the workday to complete safe schools training, including the newly instituted COVID-19 safety training.*

FOR THE ASSOCIATION:



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8/24/2020

Date

FOR THE DISTRICT:



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8/24/2020

Date