



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

1. *Extracurricular stipends will be made available and compensated based on the salary schedule for athletic and non-athletic activities should the activity occur. Should a sport or non-athletic activity be stopped and cancelled within one (1) week of the activity start coaches/activity leaders will receive twenty-five percent (25%) of the stipend.*
2. *The District will make every reasonable effort to utilize-alternative structures and environments to offer extracurricular opportunities for students, with the goal of returning to an in-person environment for engagement.*
3. *Extracurricular offerings will be offered in alignment with educational models and guidance from local health department and applicable governing agency (i.e., WIAA).*
4. *All extracurricular staff will follow applicable safety and health guidelines associated with PPE, social distancing, and sanitization. Training and protocols will be provided by the District on applicable safety and health guidelines associated with COVID-19.*

Extracurricular Athletic Activities:

1. *Athletic events will be offered in the adjusted season as defined by the WIAA.*
2. *Coaches unable to perform the work due to the adjusted season will have rights to return to the position when the athletic activity is returned to the regular season time.*
3. *High school Varsity head coaches that coach a sport that is cancelled; shall receive a \$300 stipend in lieu of the full coaching stipend.*
4. *Assistant coaches shall not be expected to participate in the fall camps.*
5. *The Athletic Director will schedule facilities use to ensure social distancing and sufficient time for sanitation practices.*

Extracurricular Non-Athletic Activities:

1. *Clubs and groups will transition to a virtual platform when feasible, adjusting back to in person in alignment with the educational models.*
2. *Drama, band, orchestra, and choir performance stipends:*

- a. *Secondary music, theater staff and Visual & Performing Arts Coordinator will collaboratively develop a proposal by level (HS and MS) and program to provide activities for student engagement and performances outside the school day in alignment with the educational models. The District wide proposal by level and program will be submitted to the Executive Director, Secondary Schools and Building Administrators for approval. Staff will be eligible for the applicable performance stipends upon fulfillment of the approved proposal.*
 - b. *Elementary music performance and organization stipends will be offered should the music teacher provide a performance in the real time remote or in-person educational model and completed after school hours.*
3. *The District and Association agree to meet and review concerns associated with unforeseen impacts associated with COVID and changes to traditional extracurricular opportunities.*

FOR THE ASSOCIATION:



Jeremy Shay
President, Spokane Education Association



Michelle Jenner
UniServ Director, SEA

October 6, 2020

Date

FOR THE DISTRICT:



Jodi Harmon
Executive Director, Human Resources



Adam Swinyard, Ed.D.
Superintendent, Spokane Public Schools

October 6, 2020

Date