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

**Assessment MOU for Kindergarten-3<sup>rd</sup> grade**

Due to the COVID pandemic and the need to provide substitute support to classes where staff are out on leave or quarantined, Kindergarten – 3<sup>rd</sup> grade teachers will be compensated the allowable sub days per the CBA (three (3) days for Kindergarten and 1<sup>st</sup> grade teachers; one and one-half (1.5) days for 2<sup>nd</sup> and 3<sup>rd</sup> grade teachers) at the substitute rate of pay to complete one-on-one assessments and data input during their lunch, planning time or outside of work hours. The pay will be initiated as a one-time payment to each Kindergarten, 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> grade teacher once all assessments for the year for the students in their class are submitted in the district assessment portal and the assessment department is notified. These teachers will not be able to access substitute time for this purpose for 2020-2021 school year. This MOU is for the 2020-2021 school year and pay will be retroactive to the beginning of the year for those that completed work prior to this agreement. The language in the CBA related to Assessment remains in full force and effect.

For clarification: outside of WAKids, assessments are optional. For those choosing to administer KOLLA/Literably the following timeframes will apply:

- Period 1: End of semester 1
- Period 2: End of March
- Period 3: End of year

**FOR THE ASSOCIATION:**



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Jeremy Shay  
President, Spokane Education Association



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Michelle Jenner  
UniServ Director, SEA

1/26/21

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Date

**FOR THE DISTRICT:**



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Jodi Harmon  
Executive Director, Human Resources



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

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Date