



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

5/6 Full-Time and physical distance change

The terms made as a result of this Memorandum of Understanding (MOU) are one time only and non- precedent setting and shall last for the duration of the 2020-2021 school year, ending August 31st. It is also acknowledged that the global pandemic of COVID-19 is an unprecedented developing situation, in the event the expectations from the state or federal government change the parties will reconvene. All other portions of the Collective Bargaining Agreements and other pertinent MOUs not addressed here shall remain in full force and effect.

Class Schedule

Starting April 28th, 2021 Fifth (5th) and sixth (6th) grades will start on a new schedule. Sample schedule is below:

5/6 Schedule					
	Monday	Tuesday	Wednesday	Thursday	Friday
8:00-8:30	WAC	WAC	WAC	WAC	WAC
8:30-12:00	Instruction	Instruction	Instruction	Instruction	Instruction
12:00-12:30	LUNCH	LUNCH	LUNCH	LUNCH	LUNCH
12:30-2:25	Instruction	Instruction	Instruction	Instruction	Instruction
2:25-3:00	Collaboration	Prep	Prep	Prep	Prep
3:00-3:30	WAC	WAC	WAC	WAC	

1. Students in K-6 classrooms will attend school every day.
2. K-4 classes are staffed up to 21 students and will remain at the 6-foot social distancing due to requirements to eat in the classroom.
3. 5/6 classes staffed to contract (classrooms at 22 and over will receive overload pay to included specialists who see classes more than 22 students at a pro-rated amount).
4. When 5/6 returns to daily, all staff will transition to a minimum of 260 minutes of prep.
 - a. Due to the elimination of the A/B schedule, there will be unscheduled time in some specialist schedules. Specialists shall work with their administration to determine the best way to support students with this time.

5. Students will eat in the classroom/or alternative location 6 feet apart following all safety guidelines.
 - a. There must be an alternative plan if the main location for eating is identified as being outside.
6. All K-6 employees shall receive a 30-minute duty free lunch.
7. Schools will schedule mask breaks for 5/6 students.
8. Specialists will maintain their 5 minutes of passing time in order to provide adequate sanitation time.

5/6 Transition

1. Tuesday, April 27th will be an asynchronous learning day for 5/6 students on the B cohort schedule. This time will be used for classroom staff to prepare for the transition.
2. Other certificated staff who service 5/6 students shall receive three (3) hours of per diem to prepare for the transition (OT/PT/SLP, specialists, ELD, resource, reading/math intervention)
3. Staff who have to move rooms in order to accommodate for the return of 5/6 students shall receive seven (7) hours of per diem pay.
4. The principal will create a schedule for room setup that will be shared with custodial staff and classroom teachers and provide opportunity for these two groups to discuss room arrangement. This shall be completed by April 23rd.
5. It is understood that 5/6 grade teachers will have an opportunity to reestablish community for the first several days that the students return together.
6. The personal safety curriculum deadline for Elementary shall be extended until May 30th.

Nursing workload

1. Certificated nurses will be provided seven (7) hours of additional enrichment time to complete work that is not completed during the school day due to additional COVID responsibilities in the health room and contacting families regarding absences.

All bargaining units General working conditions

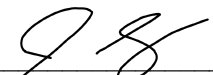
1. Student and Staff Health Precautions
 - a. Physical Distancing:

Capacity for students and staff in any facility and/or classroom shall be limited by physical distancing requirements as outlined by Spokane Regional Health District, OSPI and state and local health officials. Published guidance related to spacing/social distancing for 5/6 grade classrooms from Spokane Regional Health will be followed and communicated in writing. At the time of this agreement, physical distancing has been defined as four (4) feet between students head to head. Should this physical distancing definition change, prior to the close of the elementary school day on Thursday April 22, the parties will reconvene to discuss the implications of the opening plan. It is understood that this may limit the number of students in a classroom or facility at any given time and may require


alternative scheduling. Fire and building codes and educational design practice will be considered with placement of student desks and determination of social distancing room capacity.

- b. In the event the employee does not agree with the determination of the social distancing capacity of the room, the employee shall first discuss with the building administrator to determine a resolution. If not satisfied the employee may appeal to Labor Management, who shall make a determination within two (2) business days. The district shall provide appropriate PPE and training for employees who must perform tasks that cannot be accomplished with physical distancing, such as diapering, toileting, feeding, etc.
2. The District will provide each building a checklist of considerations for the 5/6 return to full-time that will focus on safety. The checklist will be shared with the association leadership.

FOR THE ASSOCIATION:




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President, Spokane Education Association




Michelle Jenner
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Date

FOR THE DISTRICT:



Jodi Harmon
Executive Director, Human Resources



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

April 21, 2021

Date