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

The following MOU is to address Secondary Conferences. All other portions of the COVID MOU bargained for the 2021-2022 school year and the Collective Bargaining Agreements remain in full force and effect.


As ratified in the current CBA, secondary schools have the option to have “arena” style conferences where staff and families come to a similar location, like the gym, and meet at the same time. The type of conferencing requires that many people be compressed into an indoor area. In consideration of the health and safety for students, families and staff alike, conferences will be held in the following manner.

- A. Secondary conferences will be scheduled out of advisory.
 1. The online scheduling tool will be available to address the calendaring of these conferences.
 2. Teachers will have the option to choose the format of conferences (in-person or virtual) and may also offer those options to families.
- B. Conference days remain scheduled for November 2-5th with students released at:
 - 1:30 PM for Middle School
 - 12:30 PM for high school
- C. Four hours of per diem pay for evening and other non-school day conferences as outlined in the current CBA is in full force and effect.
 1. This time may be used within a reasonable proximity, before and/or after the scheduled conference week, based on the needs of families.
- D. Certificated staff who are not advisory teachers are included in the conference expectations and should be available to meet with parents during conference week.
 - i. Employees should work with their administrator if there is a need to find supporting roles during the early release days or for the 4 hours held outside the workday.
- E. The district will provide guidance on common topics to be covered in conferences.

FOR THE ASSOCIATION:



Jeremy Shay
President, Spokane Education Association




Michelle Jenner
UniServ Director, SEA


9/28/21

Date

FOR THE DISTRICT:



Jodi Harmon
Executive Director, Human Resources



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

9/28/2021

Date