

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
SPOKANE PUBLIC SCHOOLS  
AND  
THE SPOKANE EDUCATION ASSOCIATION  
REPRESENTING  
ALL EMPLOYEES  
FRIDAY COLLABORATION MOU FOR THE 21/22 SCHOOL YEAR

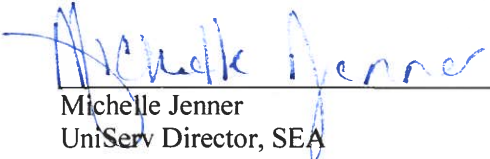
The District and Association agree that due to the COVID-19 pandemic, there is an increased number of staff absences that are not being filled with a substitute. The result of this is that there are many staff who are losing at least one planning period a week, and in some cases more than that. In order to address this loss of planning time the District and Association agree that for the remaining Friday collaboration days, for the 21/22 school year, employees will be allowed to use this time for personal planning rather than being required to collaborate with their peers. In addition:

- This agreement does not affect the dates identified for paras to work on their FCS, safe schools or other topics identified by their program supervisors.
- In the event a school, through the waiver process, is holding CRCM training on a Friday Collaboration Day, the exchange of Principal directed time will now be for personal planning time and not collaboration.

This agreement does not prevent the District and Association from continuing to problem-solve related to workload issues created by absences and the lack of available substitutes.


**FOR THE ASSOCIATION:**


  
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Jeremy Shay  
President, Spokane Education Association

  
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Michelle Jenner  
UniServ Director, SEA

12/3/21  
\_\_\_\_\_  
Date

**FOR THE DISTRICT:**

  
\_\_\_\_\_  
Jodi Harmon  
Executive Director, Human Resources

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

12/3/2021  
\_\_\_\_\_  
Date