

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

Classified Collective Bargaining Agreements have common language around holidays and the number of holidays that are paid for both 10-month and 12-month employees. The language is embedded in various sections of each of the Classified CBAs stating:

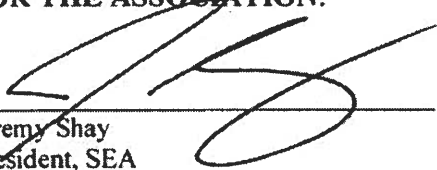
Should Christmas Eve Day/New Year's Eve Day fall on a Friday, the holiday shall be observed on the preceding Thursday. Should these days fall on a Saturday or Sunday, the holiday shall be observed on the preceding Friday.


In the 2023/24 school year Christmas Eve Day and New Year's Eve Day both fall on Sundays, so the language would indicate that the observed holiday for both would be the preceding Friday. However, the preceding Friday for Christmas Eve Day would end up on a student day where schools are in session.

The District and the Association have discussed and agree that all staff need to be at their normal jobs Friday, December 22<sup>nd</sup> when schools are open, so agree to place these two observed holidays as follows:

- Christmas Eve Day (observed): Tuesday, December 26, 2023
- New Years Eve Day (observed): Tuesday, January 2, 2024

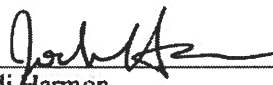
**FOR THE ASSOCIATION:**

  
 \_\_\_\_\_  
 Jeremy Shay  
 President, SEA

  
 \_\_\_\_\_  
 Laura Treece  
 Vice President, SEA

\_\_\_\_\_ 9/26/23 \_\_\_\_\_  
 Date

**FOR THE DISTRICT:**

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

  
 \_\_\_\_\_  
 Stephanie Busch  
 Director, Staffing & HR Operations

\_\_\_\_\_ 9/21/23 \_\_\_\_\_  
 Date