

**Memorandum of Agreement**  
**Between**  
**SEATTLE SCHOOL DISTRICT No. 1**  
**and**  
**SEATTLE EDUCATION ASSOCIATION**

**2019-2020 School Year – Last Day**

Seattle School District No. 1 (“District”) and Seattle Education Association (“SEA” or “Association”)

The Covid-19 pandemic and subsequent closure of all school buildings in Seattle Public Schools led to challenging conditions for SPS and the school community. Among those challenges was the implementation of continued learning as guided by the Office of the Superintendent of Public instruction. Districts were directed to create and implement continued learning initiatives to maintain learning for students and to fulfill employment expectations that kept all regular school employees in paid status.

A condition of OSPI’s guidance and expectations to maintain district appropriation funds was that districts could apply for waivers and that all districts would end the school year by June 19, 2020. It is the shared understanding of SPS and SEA that SPS schools must remain open through June 19, 2020, to receive the waivers that maintain school funding.

The negotiated calendar for the 2019-2020 school year ends June 18, 2020. Given the shared understanding of the state’s expectation that school must continue through June 19, the parties have reached the following understandings for extending the calendar to June 19.

The parties agree that:

1. June 19th, 2020 shall be the last day of the 2019-2020 Seattle Public Schools school year.
2. Continuous learning shall take place under these conditions:
  - a. There is no expectation that staff whose work would have ended on June 18 shall be required to work specific hours or duties beyond what is outlined in this agreement on June 19.
  - b. Staff will fulfill their work expectations for June 19<sup>th</sup> by sending a letter to students and families with a shared message of appreciation for the efforts made by staff, students, and families to implement and support the continuous learning experience.
  - c. Staff may add personal comments to any shared letter.

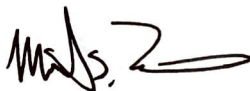
- d. Staff, either as a building or as individuals, will send helpful activities like reading lists or exploratory online activities for student engagement. This can be a district resources or individual resources. We encourage learning activities to celebrate Juneteenth, and any other activities identified and vetted by SPS's DREA (Department of Racial Equity Advancement) and SEA's CRE (Center for Racial Equity).
3. All staff will be a paid for their full contractual work year calendar with these understandings:
    - a. There is no expectation of additional compensation for June 19 to staff whose work calendar would have ended on June 18.
    - b. Staff whose work calendars already continued on June 19 will continue to work under the guidance of the March 27, 2020, MOA between SPS and SEA on working conditions.
  4. This agreement does not speak to or change any terms and/or conditions laid out in the three SEA collective bargaining agreements or in the March 27, 2020, MOA.
  5. This MOA does not set precedent or resolve the questions raised in negotiations over how current CBA language is interpreted and applied to emergency closures but speaks only to the specific issue of how the 2019-2020 calendar will be extended to June 19.

Affirmed and agreed on the 15<sup>th</sup> day of June 2020.



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Denise Juneau, Superintendent  
Seattle Public Schools



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Michael Tamayo, President  
Seattle Education Association