

Memorandum of Understanding
By and Between
The Northshore School District No. 417
And
The Northshore Education Association for Certificated Employees
Agreement Related to the Impact of 5th Grade Band and Orchestra on Elementary Music Staffing

The parties agree that the intent of moving 5th grade band and orchestra into the student day was not to adversely impact the employment of current district staff. The District will neither reassign nor reduce the FTE of general music staff, including itinerants, who were employed prior to the transition of 5th grade band and orchestra into the student day due to the impacts of the change in program. For general music teachers who were employed prior to the 5th grade music program change, any band and orchestra sections will be considered additive to the school music program and will not detract from the number of their general music sections.

Music teachers will use any additional music FTE for instruction. General music teachers will be assigned to teach general music unless mutually agreed otherwise. When a building has additional music FTE because a general music teacher was employed prior to the 5th grade music program change, the following options can be considered for the use of the additional FTE:

- Provide additional sections available on a rotating basis to grade levels throughout the year.
- Co-teach with larger music classes throughout the year, if mutually agreed.
- Additional proposals for the use of this FTE may be submitted from the music teacher to the SDLT.

The SDLT decision-making matrix will be used to approve any building's approach to the use of additional music FTE. The District and Association will meet to discuss any problems are not resolved at the building level.

If displacement occurs due to a change in student enrollment unrelated to the 5th grade music program change, the District-initiated transfer process will be followed, as described in Article 32 of the collective bargaining.

The District and Association will continue to collaborate on individual staffing scenarios as the need arises.

Signed this 31st day of March, 2022.

FOR THE ASSOCIATION:

Robbi V Reed
Robbi V Reed (Apr 6, 2022 15:03 PDT)

Robbi Reed, Acting President – NSEA

FOR THE DISTRICT:

Michelle C Reid
Michelle C Reid (Apr 6, 2022 15:22 PDT)

Dr. Michelle Reid, Superintendent
on behalf of the Board of Directors