

**Memorandum of Understanding  
between  
Mercer Island Education Association ("MIEA")  
and  
Mercer Island School District ("District")  
Regarding**

**Gator Time Student Intervention & PLC Period**

This Memorandum of Understanding (“MOU”) is entered into between Mercer Island School District (“District”) and Mercer Island Education Association (“MIEA”) to formalize the continued implementation of the Gator Time student intervention and PLC period for the 2023-24 school year.

The current IMS schedule, with its six-period day, presents challenges for teacher collaboration in a Professional Learning Community (“PLC”) format and flexible grouping of students for short-term interventions. To address these concerns, IMS staff and administrators are collaborating to create a dedicated thirty-minute period within the school day, known as "Gator Time," which will simultaneously facilitate teacher collaboration and provide support to students for organization, study skills, and relationship-building.

The District and MIEA hereby agree to establish a thirty-minute period called "Gator Time" within the school day. Gator Time will serve the dual purpose of enabling teacher teams to engage in collaborative PLC-format meetings and offer students targeted support for organization, study skills, and relationship building.

The District will provide staff with Gator Time resources to facilitate effective student engagement during this period. Regular classroom grading procedures will not be mandatory for Gator Time.

Students under supervision during Gator Time will not be counted towards the 150-student maximum outlined in Article IV, §14 of the Certificated Collective Bargaining Agreement (“CBA”). Gator Time sections will not exceed 34 students.

Acknowledging the additional responsibility associated with Gator Time, all IMS-certificated staff responsible for a Gator Time period will receive a stipend of \$500. In the event Gator Time responsibilities are shared between two staff members, the stipend will be prorated accordingly.

This MOU will remain in effect for the duration of the current CBA

*Dr. Frederick D. Rundle*      10/20/23

Dr. Fred Rundle                      Date  
Superintendent



Sally Loeser  
MIEA President

10/23/23

Date










# Gator Time MOU

Final Audit Report

2023-10-23

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