

MEMORANDUM OF UNDERSTANDING
between the
ISSAQUAH EDUCATION ASSOCIATION
and the
ISSAQUAH SCHOOL DISTRICT
regarding
Special Education Secondary Inclusion

The following *Memorandum of Understanding* is made and entered into between the Issaquah School District and the Issaquah Education Association to foster an inclusive learning environment that improves student achievement and well-being. This MOU outlines our shared commitment to inclusionary practices at the secondary level.

1) Planning and Collaboration:

- A. **Special Education Staff:** Will be provided three (3) release days to attend required training on inclusive practices throughout the year. When possible, a portion of the training day will be set aside for implementation of the training.

2) Special Education Staff Monitoring and Meeting Time:

- A. **Monitoring Period:** Defined as a class period for designated special education teachers to develop SDI, communicate with stakeholders, and monitor student progress. Those designated special education classroom teaching staff will have at least one monitoring period. This is different from a traditional prep period and can be directed by Special Services.
- B. **Collaboration Meeting:** Special education staff that hold meetings to collaborate with each other on student progress should occur during the monitoring period, when possible.

3) Training and Communication:

- A. **Professional Development:** The district shall provide all staff with specific information on inclusionary practices. Special Services monthly PLCs, including ESAs, will contain inclusive practices content.
- B. **Staff Implementing SDI:**-In lieu of the six (6) hours of per diem Technology pay (See Article 4. Section 2.8a.), staff may be paid up to six (6) hours per diem for training approved by Special Services leadership in support of inclusive practices, co-teaching, progress monitoring, etc. Staff may use a combination of special services training and technology training for the six (6) hours per diem pay.
- C. **Non-Student Day for Special Education Staff:** During the August 2024 workshop-day, special services school teams will have dedicated time to meet as a team, collaborate and complete inclusive practices deliverables as designed by Special Services. Any general education staff invited to attend shall be paid at their per diem rate.

4) Co-Teaching Related to Inclusionary Practices

- A. **Initial Planning:** All co-teaching teammates are provided with an initial one (1) release days of team planning in the fall from their department days allocation (Article 4. Section 4.2b.iv).

- B. **Shared Responsibilities:** Co-teachers will share responsibility for planning, grading and progress monitoring.
- C. **Co-teaching:** Principals will seek staff input when determining co-teaching pairs.

This MOU will sunset August 31, 2025. The bargainers will discuss inclusion in the next Collective Bargaining Agreement.

Agreed to this 26 day of June 2024

FOR THE DISTRICT:



Donna Hood
Assistant Superintendent of Human Resources

FOR THE ASSOCIATION:



Derona Uzzle
Issaquah Education Association President