

MEMORANDUM OF UNDERSTANDING

Between

Walla Walla Public Schools

and

Walla Walla Valley Education Association

RE: Planning time with 2nd Grade Swimming

Purpose

The purpose of this Memorandum of Agreement (“MOU”) between Walla Walla Public Schools (“District”) and the Walla Walla Valley Education Association (“Association”) is to address potential impacts to certificated staff planning time resulting from the District’s partnership with the YMCA to provide second grade swimming and water safety instruction.

Background

The District maintains a longstanding partnership with the YMCA to provide all second grade students with week-long swimming and water safety lessons during the school day. Due to YMCA facility capacity limitations, individual schools are unable to schedule all second grade classrooms simultaneously, resulting in multi-week rotations.

This scheduling structure may create conflicts with specialist schedules (e.g., Library, Music, Physical Education), which are used to provide certificated staff with contractual planning time.

The District and Association agree to the following:

1. Primary Option – Schedule Adjustment

Building principals will make reasonable efforts to adjust specialist schedules during the weeks in which second grade students participate in YMCA swimming lessons to ensure that impacted teachers continue to receive their contractual planning time.

2. Secondary Option – Compensation

In the event that a building principal is unable to adjust specialist schedules due to operational constraints (including, but not limited to, ELD services, staffing limitations, assessment schedules, or special education programming), the principal will arrange for appropriate coverage of the second grade swimming lessons so that the affected teacher is able to retain their scheduled planning time.

If the duration of the swimming lesson exceeds the teacher’s scheduled planning time, the teacher will be assigned to support other building needs for the remainder of the time until the student return from swimming lessons.

3. Compensation (if needed)

If neither schedule adjustments nor coverage can be reasonably arranged, the District will compensate affected teachers at their per diem rate for any missed planning period(s).

Duration

This MOU shall be in effect for the duration of the 2026-2027 school year unless otherwise mutually agreed upon by the District and the Association.

Non-Precedent Setting

This agreement is intended to address a specific scheduling challenge related to second grade swimming instruction and shall not establish a past practice or precedent for future interpretation of the collective bargaining agreement.

Keith Swanson

6D8AFBC13E4A90255F188B3A9423DBFE ready**sign**

Keith Swanson, President
Walla Walla Valley Education Association

07/09/2026

Date

Chris Gardea

4ECCB28ADC7A344B42AAA800FE6BD5D7 ready**sign**

Chris Gardea, Assistant Superintendent
Walla Walla Public Schools

07/09/2026

Date