

**MEMORANDUM OF UNDERSTANDING AND AGREEMENT
SHARED DECISION MAKING**

The Grand Rapids School District, ISD #318, and the Bargaining Units agree that shared decision making should be fostered and promoted in accordance with the provisions contained herein.

1. The District and Units believe that arrangements which provide an increased role for employees to make decisions on matters that affect them can foster the exchange of ideas and information that is necessary to improve education for students and to increase employee job performance, satisfaction and morale.

The District and Units agree that better decisions will be made and should be fostered through shared decision making procedures at all sites in the District. To this end, the District and Units will promote and assist employees in the development of shared decision making processes and procedures across the District.

2. In support of these goals, the parties agree that the Labor Management Committee will establish a shared decision making oversight committee which shall
 - a. Facilitate the implementation of the ISD #318 Shared Decision Making model through this and other agreements between the District and Units regarding shared decision making. This would include seeking waivers of the Collective Bargaining Agreement where deemed appropriate by the parties involved.
 - b. Ensure that Shared Decision Making activities do not interfere with employee preparation periods as provided for by the Collective Bargaining Agreement unless the Units and District agree otherwise.
 - c. Assess the impact of Shared Decision Making activities on the use of time and its impact on job responsibilities.
 - d. Provide necessary resources and ensure that reasonable financial resources are made available to each site as the staff prepares for and implements shared decision making procedures and plans.
 - e. Advise and assist, as needed, District regional teams and schools in the development of their procedures, processes and structures for shared decision making.
3. Concerns of a party relating to shared decision making beyond the 1994-95 School Year will be considered appropriate subjects for further examination by the parties during successor agreement negotiations.

4. A party may, at any point, notify the other of its intent to withdraw from the Memorandum of Understanding and Agreement. Said party will provide written notification to the other of its intent, allowing a sixty-day waiting period. During this waiting period, the District and Unit representatives will come together to attempt to identify and resolve differences.
5. This memorandum of Understanding and Agreement will be effective upon its ratification by each party through established processes. (*signatures followed, December, 1994*)