

Ratified 6/16-09
Brd Appv'd 7/7/09

TENTATIVE AGREEMENT
between the
EDMONDS SCHOOL DISTRICT NO. 15
and the
EDMONDS EDUCATION ASSOCIATION
2009-10

THIS TENTATIVE AGREEMENT is supplemental to the 2007-10 Procedural Agreement between the Edmonds Education Association (Association) and the Edmonds School District No.15 (District).

WHEREAS the District's funding and financial resources have eroded because of reductions in state funding and a decline in student enrollment, the District and the Association agree to the following for the **2009-10 contract year only**:

1. The length of the work year covered by the basic employee contract shall be 181 days for continuing employees and 184 days for employees new to the District.
2. The District will delay providing one (1) additional annual leave day as called for in Article IV, Section 4.3 A.6. Employees covered by the Agreement will continue to receive a total of three (3) days of annual leave during the 2009-10 contract year. If an employee needs to access the fourth annual leave day during 2009-10, he/she may do so provided the employee reimburses the District for the cost the substitute.
3. The District will reduce the amount of individual discretionary funds provided per 1.0 FTE employee from \$350 to \$200 as specified in Article VI, Section 6.11.
4. The District will suspend the seven (7) hours of professional development time provided for substitute teachers annually, as called for in Article XI, Section 11.2 F1.

In recognition of the changes to the Procedural Agreement, the District and Association agree to the following for the **2009-10 contract year only**:

1. The amount of hours an employee may be required to participate in uncompensated school or school-related functions outside the regular workday during a school year is reduced from six (6) to four (4) as called for in Article VI, Section 6.1 E.
2. The District will suspend requiring certificated staff to administer GPT and anchor tasks during the 2009-10 school year. Employees may continue to administer them on an optional basis.
3. Despite the loss of funding for one (1) LID day and the subsequent reduction of the employee's work year, the District will continue to designate thirteen (13) one-half (1/2) days of non-student time for individual work. Buildings will direct ten (10) one-half (1/2) days of non-student time and the District will direct one (1) one-half (1/2) day of non-student time.
4. Employees will only be expected to be in their classrooms five (5) minutes prior to the start of the student school day.

The District and Association further agree to suspend the KEYS survey and to reduce the number of meetings of the joint Professional Excellence Committee (PEC) from ten (10) annual meetings to three (3) annual meetings. Further, the PEC meetings will be scheduled so as to only require half-day substitutes for those attending.

This Tentative Agreement shall be effective for one contract year only (2009-10) pending ratification.

Agreed upon this day of May 26, 2009.

/Andrea Nofziger –Meadows/

/Debby L. Carter/

For the Association

For the District

6/2/09

6/2/09

Date

Date