

EDMONDS SCHOOL DISTRICT / EDMONDS EDUCATION ASSOCIATION
Issue Finder

PA = 2007-10 Procedural Agreement TA = Trust Agreement		PPM = Personnel Procedures Manual BD = School Board Policy	
AFFIRMATIVE ACTION	<u>TA,PA</u> : V.2.E/XI.11.B <u>PPM</u> : III-F/VI-C <u>BP</u> : 6005, 6010, 8200, 8205R1	DISCIPLINE (employee)	<u>PA</u> : V.2; V.5; XI.6 <u>PPM</u> : VII.A,B,C
AGENCY FEE	<u>PA</u> : II.2/XI.1	DISCRETIONARY FUNDS (extra duty)	<u>PA</u> : App. 4-a & b See implementation memos in EEA Agreement binder
ASSOCIATION RIGHTS	<u>PA</u> : II.1	DISCRIMINATION	<u>TA/PA</u> : II.4.C; XI.14 <u>PPM</u> : III-F; VI-C <u>BP</u> : 6005; 6010; 8205; 8205R1
BACKGROUND CHECKS	Required by statute <u>PPM</u> : II-C	DISRUPTIVE STUDENTS	<u>PA</u> : V.1; see Student Behavior Management Section 11.5 Required by statute <u>BP</u> : 8220, 8220R1
BENEFITS (calculations for budget purposes)	<u>PA</u> : III/IV/VI/II See implementation memos in EEA Agreement binder	DRAFT 5	<u>TA</u> and Shared Decision Making section of EEA Agreement binder
BENEFITS (insurance)	<u>PA</u> : III.4/III.5/XI.10	EEA/DISTRICT MONEY	<u>PA</u> : VI.11 See implementation memos in EEA Agreement binder
BENEFITS (medical)	<u>PA</u> : III.5/XI.8 <u>PPM</u> : IV-B <u>BP</u> : 6305	EEA MEM./ DUES/ REPRESENTATION	<u>PA</u> : II.2; XI.1
BUILDING FILES	<u>PA</u> : V.3	EMERGENCY LEAVE	<u>PA</u> : IV.1.D
CALENDAR	<u>PA</u> : VI.6; (also see back of EEA Agreement binder)	ENDORSEMENT/ CATEGORY	<u>PA</u> : VIII.2.B
CATEGORIES (How do you get into a category?)	<u>PA</u> : VIII.2.B	EVALUATION	<u>PA</u> : IX; App. 8 <u>PPM</u> : V-C
CLASS SIZE	<u>PA</u> : VI.7.A	EXPERIENCE AND EDUC. SALARY PLACEMENT	<u>PA</u> : III.3 Required by statute
CLASSLOAD RELIEF	<u>PA</u> : VI.7.A,C	EXTENDED DAYS	<u>PA</u> : III.2.D; VI.3
CLOCK HOURS	Required by statute	EXTRA DUTY	<u>PA</u> : App. 4-A,B,C See implementation memos
CONFERENCE (parent)	<u>PA</u> : VI.4	FINGERPRINTS	Required by statute
CONTRACTS	<u>PA</u> : III.1/VI.3/App.5 <u>PPM</u> : III-I	FLOWTHROUGH	<u>PA</u> : III.2.A & B
CONTRACTS (continuing)	<u>PPM</u> : III-C	FORMS	<u>PA</u> : see appendices
CONTRACTS (noncontinuing)	Required by statute <u>PPM</u> : III-I	GRIEVANCE	<u>TA/PA</u> : VII; XI.16 <u>PPM</u> : VI-A
CONTRACTS (provisional)	Required by statute <u>PPM</u> : III-I	HARASSMENT	<u>TA</u> <u>PPM</u> : VI-C <u>BP</u> : 6800, 8206, 8206R1
CREDITS	Required by statute <u>PA</u> : III.3	HAZARDOUS WORKING CONDITIONS	<u>TA</u> : <u>PA</u> : V.4
CURRICULUM PAY	<u>PA</u> : App.4.C See implementation memos	HOURLY RATES OF PAY	<u>PA</u> : App. 4-c
DECISION MAKING	<u>TA</u> and Shared Decision Making section of EEA Agreement binder	INCLUSION	Required by statute See Student Behavior Management section in EEA Agreement binder
DEPARTMENT CHAIRS	<u>PA</u> : App.4.B See implementation memos in EEA Agreement binder	INSURANCE (medical)	<u>PA</u> : III.4/III.5/XI.10 (see BENEFITS)
DISCIPLINE (student)	<u>PA</u> : V.1; see Student Behavior Management Section 11.5 Required by statute <u>BP</u> : 8220; 8220R1	INVOLUNTARY TRANSFER	<u>PA</u> : X.6
		IEP DAYS	<u>PA</u> : VI.1.B.5
		JOB SHARING	<u>PA</u> : VI.9
		JUST CAUSE	<u>PA</u> : V.5
		L & I	<u>PA</u> : III.4
LAYOFF	<u>PA</u> : VIII	RIGHTS (management)	<u>PA</u> : II.3; XI.12

LEAVES (in general)	<u>PA</u> : Article IV academic study IV.4.D.1 alternative work experience	SALARY SCHEDULES	<u>PA</u> : App. 3-a & b
IV.4.D.1	association IV.2.E association president IV.6 bereavement IV.2.A.3 birth/adoption IV.2.A.1 child care IV.4.D.2.b foreign teaching IV.4.A.1.a funeral IV.2.A.4. & 5. general conditions IV.4.D & F health IV.4.D.2.a imminent death IV.2.A.2 jury duty IV.2.C.1 military reserve IV.2.C.2 Peace Corps/Vista IV.4.A.1.b personal IV.2.A.6 professional improvement IV.2.B.1 public service IV.4.B research IV.4.D.1 sabbatical IV.5.B short-term IV.3 special IV.4.D & E travel IV.4.D.1 work in another district IV.4.C <u>PPM</u> : VIII-A, B, C, D, E	SENIOR STIPEND	<u>PA</u> : III.2.H; <u>PPM</u> VI-D
		SENIORITY	Required by statute <u>PA</u> : salary placement III.3 retention VIII.2.B.5.b; III.3.A. & B in district/transfer X.4.C
		SIXTH PERIOD TEACHING	<u>PA</u> : III.2.E
		SEPARATE CONTRACTS	<u>PA</u> : App. 5
		SICK LEAVE BUYBACK	<u>PA</u> : IV.1.G
		SNOW DAYS/ MAKEUP DAYS	<u>PA</u> : VI.6
		STIPENDS	<u>PA</u> : III.2
		STRIKE	<u>PA</u> : I.5; XI.15
		SUBSTITUTE UNAVAILABILITY	<u>PA</u> : III.8
		SUBSTITUTES	<u>PA</u> : XI <u>PPM</u> : IX-A
LETTERS OF DIRECTION	<u>PA</u> : V.5	SURPLUSSING	<u>PA</u> : X.6.E
MAINSTREAMING section	Required by statute See Student Behavior Management in EEA Agreement binder	TRANSCRIPTS	<u>PA</u> : III.3.B
MARCH ROLLUP	<u>PA</u> : III.2.A & B	TRANSFER AND ASSIGNMENT	<u>PA</u> : X <u>PPM</u> : III-E
MATERIALS ALLOTMENT (\$200)	<u>PA</u> : VI.11 See implementation memos in EEA Agreement binder	TRANSFER	<u>PA</u> : voluntary X.5 involuntary X.6
MEMORANDUM OF UNDERSTANDING	See Memorandum of Understanding section in EEA Agreement binder	TRAVEL REIMBURSEMENT	<u>PA</u> : III.6; XI.9
MEMOS OF IMPLEMENTATION	See implementation memos in EEA Agreement binder	TRIGGER POINTS	<u>PA</u> : VI.7 See implementation memos in EEA Agreement binder
MOVING RATE	<u>PA</u> : X.6.I; App. 4-c See implementation memos in EEA Agreement binder	VOLUNTARY EXCHANGE	<u>PA</u> : X.7
NONSTUDENT DAYS	See current school calendar	WAIVERS	<u>PA</u> : I.9
OBSERVATION	<u>PA</u> : IX.2.C	WORKER'S COMPENSATION	<u>PA</u> : III.4
PART-TIME PRORATION	<u>PA</u> : III.2.G; III.5.A.2 & 3; App. 5 See implementation memos in EEA Agreement binder	WORKING CONDITIONS	<u>PA</u> : VI
PATRON COMPLAINTS	<u>PA</u> : VI.8	WORK LOAD RELIEF	<u>PA</u> : Nurses VI.7.B.3 OT/PT's VI.7.B.1 Psychologists VI.7.B.5 Special Education Teachers VI.7.B.4 Speech Lang Pathologists VI.7.B.2
PAYROLL DEDUCTIONS	<u>PA</u> : III.7		
PERSONAL LEAVE	<u>PA</u> : IV.2.A.6		
PERSONNEL FILES	<u>PA</u> : V.2 & 3; XI.11 <u>PPM</u> : III-H		
PGAP (Evaluation)	<u>PA</u> : IX.2		
PLANNING TIME	<u>PA</u> : VI.1.G		
POOLING	<u>PA</u> : III.5		
PROBATION	<u>PA</u> : IX.4		
RETIREMENT	Information: call Dept. of Retirement (360) 709-4700		
RIF (Reduction in Force)	<u>PA</u> : VIII		
RIGHTS (association)	<u>PA</u> : II.1		
RIGHTS (employee)	<u>PA</u> : II.4; XI		

The EEA Agreement is also available on-line on the Edmonds School District web page at www.edmonds.wednet.edu — then **“Human Resources Services,”** then **“EEA Agreement Notebook.”**