

**MEMORANDUM OF UNDERSTANDING**  
**between the**  
**EDMONDS SCHOOL DISTRICT NO. 15**  
**and the**  
**EDMONDS EDUCATION ASSOCIATION**  
**2019-20**

THIS MEMORANDUM OF UNDERSTANDING REGARDING EDMONDS HEIGHTS K-12 (EHK12) TRIGGER is effective October 23, 2017 through August 31, 2020 and is supplemental to the 2017-20 Procedural Agreement between the Edmonds Education Association and the Edmonds School District No. 15.

WHEREAS, Edmonds Heights has a different educational model that falls under the Alternative Learning Experience (ALE) laws; and

WHEREAS, EHK12 need a trigger model to address the unique features of their school.

THEREFORE, the District and the Association agree to the following:

1. The provisions of Article 6.8.A.5 of the 2017-20 Procedural Agreement remain in place.
2. A teacher's total assigned FTE is reflected by the combination of adding the teacher's student load FTE with the Washington Student Learning Plan (WSLP) FTE. The combined total cannot exceed 1.0 FTE. (*Example:* teacher student load of .8 FTE added to WSLP load .2 FTE. [.8 FTE +.2 FTE = 1.0 FTE])
3. INDIVIDUAL CLASS STUDENT LOAD TRIGGER  
Because of the unique multi-grade nature of the EHK12 classes, the class will be categorized as Primary, Intermediate or Secondary based on the grade level of the majority of the students within each class. Individual class student load trigger for each class is paid at \$100 for the first trigger point and \$150 for each trigger point thereafter.
  - Primary (K-3): Trigger begins at the 16<sup>th</sup> student and for each additional two students thereafter.
  - Intermediate (4-6): Trigger begins at 19<sup>th</sup> student and for each additional two student thereafter.
  - Secondary (7-12): Trigger begins at the 21<sup>st</sup> student and for each additional two students thereafter.
4. TOTAL STUDENT LOAD TRIGGER  
Because of the unique multi-grade nature of the Edmonds Heights classes, total load will be calculated as Primary, Intermediate, or Secondary based on the grade level of the majority of the students. Total student load trigger is paid at \$500 for the first trigger point, and \$750 for each trigger point thereafter.
  - Primary (K-3): Trigger begins at the 141<sup>st</sup> student and for each additional ten students thereafter.
  - Intermediate (4-6): Trigger begins at 161<sup>st</sup> student and for each additional ten student thereafter.
  - Secondary (7-12): Trigger begins at the 181<sup>st</sup> student and for each additional ten students thereafter.
5. Teachers who are eligible for both individual class student load trigger and total student load trigger will receive the higher of the two amounts.
6. WASHINGTON STUDENT LEARNING PLAN TRIGGER (WSLP)
  - WSLP load will be assigned and measured in increments of .1 FTE. For every .1 FTE, a teacher is assigned to manage WSLPs, the teacher will have 3 hours per week of assigned WSLP time, and a maximum load of 25 WSLPs. Trigger begins at 26 and every five thereafter.
  - WSLP trigger is paid at \$250 for the first trigger point, and \$375 for each trigger point thereafter.
7. Trigger Count dates will be: November 21, 2019 and April 22, 2020.

8. If trigger is warranted, the payment will be doubled to take into consideration two quarters within a semester.

This agreement is not designed to set precedent for future MOUs.

EDMONDS EDUCATION ASSOCIATION

EDMONDS SCHOOL DISTRICT NO. 15

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For the Association

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For the District

Date:

Date: