

MEMORANDUM OF UNDERSTANDING
between the
EDMONDS SCHOOL DISTRICT NO. 15
and the
EDMONDS EDUCATION ASSOCIATION
2018-19

THIS MEMORANDUM OF UNDERSTANDING **PERMITTING PROVISION OF SCHOOL PSYCHOLOGY SERVICES BY OUTSIDE ORGANIZATION PERSONNEL** is effective September 5, 2018 through July 31, 2019, and is supplemental to the 2017-20 Procedural Agreement between the Edmonds Education Association and the Edmonds School District No. 15.

WHEREAS the School Psychology and Elementary Counseling department has open positons and the 2017-20 Procedural Agreement provides for an additional 1.0 non-continuing float school psychologist position; and

WHEREAS the District is recruiting for school psychologists on a continuing basis and a shortage of available applicants exists; and

WHEREAS when a school psychologist vacancy occurs, the first goal will be to fill the FTE using the standard hiring procedures through Human Resources; and

WHEREAS, current part-time school psychologists employees will be considered for any vacancies that occur; and

WHEREAS, if an agency employee is contracted instead of a current part-time school psychologist employee who wishes to increase his/her FTE, the Association will be notified and an explanation for contracting with the outside agency will be provided; and

WHEREAS, a vote was taken on August 28, 2018. Forty-nine (49) were present, 43 voted in support of the MOU to “allow outside agency hiring when there are no viable candidates through the standard HR process”, with six (6) abstentions.

THEREFORE, the parties agree that the District may contract with an appropriate outside organization to provide school psychology services for the 2018-19 school year. The parties further agree that employees of such contractor will not be considered employees of the Edmonds School District No. 15, and as such will not be covered by the Collective Bargaining Agreement between the parties.

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

EDMONDS EDUCATION ASSOCIATION
/Andi Nofziger-Meadows/

EDMONDS SCHOOL DISTRICT NO. 15
10/22/18

For the Association

For the District

/Debby L. Carter/

10/22/18

Date

Date