

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

THIS MEMORANDUM OF UNDERSTANDING regarding certain special education funded employees who have experience credit recognized by the Edmonds School District which is not recognized for State funding purposes is supplemental to the Procedural Agreement between the Edmonds Education Association (Association) and the Edmonds School District No. 15 (District).

WHEREAS the parties negotiated Section 3.1.B.2 into their 1991-93 Collective Bargaining Agreement recognizing experience for salary purposes for certain hard to recruit specialists which the State did not recognize for funding purposes; and

WHEREAS in 1991 the State did not include special education funded specialists in its calculations for certificated salary compliance limitations; and

WHEREAS the District employs 28 individuals with experience it recognizes for salary purposes which is not recognized by the State; and

WHEREAS in May 1997, the State changed its method of calculating certificated salary compliance limits to include both basic education and special education funded employees; and

WHEREAS the certificated salary capacity calculations resulted in District certificated salaries above the authorized limit in 1997-98; and

WHEREAS the parties deleted Section 3.3.A.2 (formerly Section 3.1.B.2) from their Procedural Agreement on August 19, 1997; and

WHEREAS the parties recognize that the District must now come into compliance with State salary regulations;

THEREFORE the undersigned parties hereby agree as follows:

1. This Agreement covers only those employees named on Exhibit A of this Agreement. The amount of experience credit not recognized by the State for each listed employee shall be fixed at the amount shown for that individual on Exhibit A.
2. Commencing with the 1998-99 school year, employees listed on Exhibit A shall be placed on the District salary schedule according to their experience recognized by the State for funding purposes. Commencing with the 1998-99 school year, a separate incentive contract shall be issued to each employee on Exhibit A until the employee listed on Exhibit A reaches the highest experience level on the District salary schedule, regardless of the education column occupied, or the employee leaves District employment, whichever first occurs.
3. Salary from the basic employment contract plus the Separate Incentive Contract shall equal the salary amount for the experience step on the salary schedule which includes the total of both recognized and unrecognized State experience credit.
4. For purposes of RIF, the experience credit of the employees listed on Exhibit A shall equal the total of the State recognized and unrecognized experience per Exhibit A.
5. The per diem hourly rate paid to the employees listed on Exhibit A shall equal the per diem hourly rate for the salary schedule experience step determined in Step 3 above.
6. This agreement will expire when the last of the listed employees satisfies the conditions of paragraph 2, above.

EDMONDS EDUCATION ASSOCIATION

EDMONDS SCHOOL DISTRICT NO. 15

David L. Scott  
For the Association

Randy Peters  
For the District

April 14, 1998  
Date

April 14, 1998  
Date

In consideration of the agreements set forth in the attached Memorandum of Understanding regarding certain special education funded employees who have experience credit recognized by the Edmonds School District which is not recognized for State funding purposes, the undersigned employees expressly waive their right to notice of nonrenewal of their current basic employment contracts as required by RCW 28A.405.210 and expressly waive their statutory right to a hearing to determine whether there is sufficient cause to nonrenew their basic employment contracts to the extent necessary to make the salary changes described in the attached Memorandum of Understanding. The undersigned do not waive any contractual or statutory rights to notice and appeal of proposed nonrenewal for any reasons other than the salary changes described in this agreement.

Edyth Johnson  
Edyth Johnson, Occupational Therapist

Harriet Shick  
Harriet Shick, Occupational Therapist

Shireen Hauser-Muller, MTS, PT  
Shireen Hauser, Physical Therapist

Lynn Schut  
Lynn Schut, Physical Therapist

Marla Timm, PT  
Marla Timm, Physical Therapist

Linda Babin  
Linda Babin, Psychologist

Mary Kay Brennan  
Mary Kay Brennan, Psychologist

Kristen Dealteris  
Kristen Dealteris, Psychologist

Patricia Oppenheim  
Patricia Oppenheim, Psychologist

Susan Urie  
Susan Urie, Psychologist

Stephanie Broughton  
Stephanie Broughton, School Nurse

Jan Helm  
Jan Helm, School Nurse

Julie Hill  
Julie Hill, School Nurse

Vicki Johnson  
Vicki Johnson, School Nurse

Linda LaPlante  
Linda LaPlante, School Nurse

Christine Reheis  
Christine Reheis, School Nurse

Marilyn Sanford  
Marilyn Sanford, School Nurse

Nancy Sutherland RN/BSN  
Nancy Sutherland, School Nurse

Patrice VanDuine  
Patrice VanDuine, School Nurse

Mary Jane Betts  
Mary Jane Betts, SLP

Cathy Bohnhoff  
Cathy Bohnhoff, SLP

Antoinette Crain  
Antoinette Crain, SLP

Donna Howard  
Donna Howard, SLP

Pamela Kimball, SLP - resigned

Michelle Magnus  
Michelle Magnus, SLP

Mary Melvey  
Mary Melvey, SLP

Nancy Mumm  
Nancy Mumm, SLP

Ellen Norris  
Ellen Norris, SLP