

BR approved 6/7/2018
Board Approved 6/26/18

WAIVER OF THE COLLECTIVE BARGAINING AGREEMENT
between the
EDMONDS SCHOOL DISTRICT No. 15
and the
EDMONDS EDUCATION ASSOCIATION
2018-19

THIS WAIVER OF THE COLLECTIVE BARGAINING AGREEMENT regarding the modified school calendar at Edmonds Heights K-12 shall be in effect for the 2018-19 school year, and is supplemental to the current Procedural Agreement between the Edmonds Education Association and the Edmonds School District No. 15.

In order to recognize, support and facilitate the unique features of an alternative educational program at Edmonds Heights K-12 the parties hereby agree as follows:

WHEREAS the Edmonds Heights K-12 is recognized as an alternative educational program that supports and meets the needs of the homeschool community; and

WHEREAS the academic needs of the homeschool community are best served through a mixture of traditional and non-traditional curriculum (including core academics, electives, workshops, Written Student Learning Plan [WSLP] reviews); and

WHEREAS these traditional and non-traditional academic programs are best served in a flexible and accommodating schedule; and

WHEREAS the Edmonds Heights K-12 staff has, through consensus of its certificated instructional staff, agreed upon an alternative schedule that best supports their instructional interests and the needs of their home school student/parent community;

THEREFORE, the parties hereby agree as follows:

Certificated staff will work Monday through Thursday from 8am to 5:40pm for all calendar days **except**:

- October 15 – 18, 2018
- March 4 – 7, 2019
- May 6 - 9, 2019
- June 6, 2019

On these weeks (listed above), certificated staff will work a standard contract day from 8:30 a.m. to 4:20 p.m.

District supplemental days will be swapped as follows:

- September 11 for September 4
- January 22 for January 28
- March 8 for March 15

District half days will be swapped as follows:

- September 10 for September 28
- November 13 for November 9
- November 26 for December 14
- January 7 for January 25
- February 14 for February 15
- March 7 for March 29
- March 28 for April 12
- April 8 for April 26
- May 23 for May 24
- June 23 remains early release

Proportional to their contracted FTE, certificated staff will work a combination of traditional and augmented work-days/weeks per an annualized calendar. The Edmonds Heights K-12 staff shall, under the provisions provided in Article VI Section 6.1.B of the Collective Bargaining Agreement, measure their contractual time on a weekly basis

for the 2018-2019 school year and restructure the regular 5-day work week into a 4-day work week by implementing a schedule that amends their contracted days as follows:

1. Certificated staff will work the traditional calendar year. Less than 1.0 FTE staff will be contracted proportionally.
2. Certificated staff will work a 4-day workweek (M-Th), except on the dates noted above.
3. Certificated 1.0 FTE staff will work a maximum 9 hour and 10 minute (550 minute) contracted day over a 4-day work week (M-Th). Less than 1.0 FTE staff will be contracted proportionally.
4. On 9 hour and 10 minute contracted days, certificated 1.0 FTE staff will have a maximum of 375 minutes of instructional assigned time per day and a minimum of 175 minutes of unassigned time per day. Of this 175 minutes of unassigned time per day, no less than 75 minutes per day will be duty free planning time. Less than 1.0 FTE staff will be contracted proportionally.

Andrea Nofzinger Meadows

7/26/18

Edmonds Education Association

Date

Debby L. Carter

7/27/18

Edmonds School District No. 15

Date