

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

THIS MEMORANDUM OF UNDERSTANDING shall be effective July 1, 2109 through June 30, 2020 and is supplemental to the 2017-20 Memorandum of Understanding between the Edmonds School District No. 15 (District) and the Edmonds Managers' Association (EMA).

WHEREAS, the District and EMA agreed to open the Memorandum of Understanding in 2019 to review compensation for the 2019-20 school year; and

WHEREAS, the parties have reached an agreement regarding salary and other compensation items:

THEREFORE, the undersigned parties hereby agree to modify the 2017-20 agreement as follows:

1. Beginning with the 2019-20 school year, EMA members will be issued an employment contract for 254 work days. The District will designate the non-work days as July 1, 2, 3, 5, 8, and 9, 2019. EMA members may work with their respective supervisors to designate alternate non-work days other than those designated above, however non-work days must be designated such that the operations of the building or District will not be severely impacted.
2. For 2019-20 school year, EMA members will be issued a Supplemental Contract for six (6) days (48 hours), which will be compensated at the per diem rate of pay (1/254th). The days will be distributed in 12 monthly installments. Verification of this optional time worked shall be made on a form provided by the District, signed by the supervisor, and submitted to Human Resources at the completion of the time. Supplemental days may be worked on any day of the week, including Saturdays or Sundays. Time may include, but is not limited to, the following kinds of activities: employee evaluation, school accreditation, issues related to the leadership and/or management of individual departments/buildings, attendance at workshops outside the contracted time related to areas of professional responsibility, participation on District committees outside of the contracted day.
3. In lieu of taking the two (2) personal days EMA members may elect to cash out those days. Compensation will be at the per diem rate of pay (1/254th) and must be cashed out in increments of one-half days (1/2) or greater. The District will provide a form to be submitted to payroll and payment will be made on the June pay warrant.
4. A midpoint salary adjustment will continue for the 2019-20 school year with such adjustment applied effective July 1, 2019. Any adjustment will be made according to the

formula as outlined in the 2017-20 MOU between the parties, using the following 18% regionalization districts for comparison purposes: Renton, Bellevue, Highline, Lake Washington, Northshore, Issaquah and Kent School Districts.

5. The individual professional development allocation will increase by \$1,000 for each EMA member. This amount is eligible for carryover and pooling.
6. Beginning January 1, 2020, health benefits will be provided through the School Employees Benefits Board (SEBB). The current terms of the insurance agreement shall remain in effect between July 1 through December 31, 2019. Effective January 1, 2020, pooling and the additional District provided monthly allocation toward insurance benefits will no longer be available to EMA members. The District will follow the SEBB and Health Care Authority rules and regulations.

<u>/Chris Bailey/</u> For the Association	<u>7/8/19</u> Date
<u>/Joy Castillo/</u> For the Association	<u>7/5/19</u> Date
<u>/Debby Carter/</u> For the District	<u>7/5/19</u> Date