

MEMORANDUM OF UNDERSTANDING
between the
EDMONDS SCHOOL DISTRICT NO. 15
and the
EDMONDS EDUCATION ASSOCIATION
2021-22

THIS MEMORANDUM OF UNDERSTANDING REGARDING **the dual language program at Cedar Valley Community School and College Place Elementary School** is supplemental to the 2017-21 Procedural Agreement (PA) between the Edmonds Education Association and the Edmonds School District No. 15 (District)

WHEREAS, a dual language program will begin at Cedar Valley Community School and College Place Elementary in September 2021; and

WHEREAS, staffing parameters for this program have been identified.

THEREFORE, the undersigned parties agree as follows:

1. No certificated employee who does not want to teach in the dual language program will be assigned to do so.
2. In-district applicants must demonstrate oral, written, and reading Spanish language proficiency either by OSPI bilingual certification or the ACTFL assessment. If the in-district applicant needs to take the assessment, the District will reimburse the employee for the cost of the assessment.
3. For the first three years of the program, each year up to six (6) staff members can voluntarily surplus themselves from each school. Priority for surplus goes to the new grade that is impacted by the dual language program for the year. Other volunteers will be prioritized by in-district seniority. If more than six (6) staff members volunteer for surplus, the district will develop a waitlist based on in-district seniority. The privileges of voluntary surplus will apply.
4. For the first three years of the program, elementary certificated staff in other district schools will have the opportunity to transfer to Cedar Valley or College Place Elementary. If more than six (6) people who are qualified want to transfer to Cedar Valley or College Place Elementary in any year, the district will allow additional certificated staff to transfer out, if there is a waitlist, to create additional capacity for employees to transfer in.
5. For the first three years of the program, each year certificated employees at Cedar Valley Community School and College Place Elementary will be required to participate in up to 5-days (35 hours) of professional development, paid at per diem, related to the dual language program and/or Hispanic/Latino culture. This PD can be prior to the start of the school year, except for the month of July, or in segments of no longer than 2.5 hours after the contract day ends during the school year. Staff will be notified of the dates for the professional development by the end of June of each year. Teachers in the dual language program may also have the option to participate in national conferences. Professional development on dual language and/or Hispanic/Latino culture will continue throughout the year for both staffs-during, but not limited to, administrative directed time.
6. For the first three years of the program, the district will offer optional, in-district Spanish language acquisition learning opportunities to employees at Cedar Valley Community School and College Place Elementary.
7. After three years, the District and EEA will determine if the agreement needs to be continued or if it should sunset.

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

Agreed to on this 25th day of March, 2021

/Andrea Nofzinger Meadows/

/Debby L Carter/

For the Association

For the District