

BR 7/15/2020  
Board 7/28/2020

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**EDMONDS SCHOOL DISTRICT NO. 15**  
**And**  
**EDMONDS EDUCATION ASSOCIATION**

This memorandum of understanding **regarding the recognition as Education Support Associates (ESAs) of Board Certified Behavior Analysts (CBAs), who currently perform duties consistent with BCBA licensure and, due to said recognition, the inclusion of CBAs in the bargaining unit** consisting of all certificated non-supervisory employees under a regular, a non-continuing, a provisional or part-time (.2 or more) contract in positions, which require the employee to hold a teacher or educational staff associate certificate, is effective September 1, 2020 and is supplemental to the 2020-21 Procedural Agreement between the Edmonds Education Association (Association) and the Edmonds School District (District).

Whereas, realizing the need for increased behavior education and intervention, the Edmonds School District currently employs 2.5 Certified Behavior Analysts who hold BCBA certification and who are currently not part of the EEA to help meet the behavioral and educational needs of the District; and

Whereas, on October 25, 2019, WAC181-79A-223, under authority of RCWs 28A.410 and 28A.413, added CBAs to the list of ESAs eligible to apply for professional certification; and

Whereas, after public comment and a recommendation from an ESA Certification work group that, consistent with WAC 181-79A-223, CBAs be added and have renewal and certification requirements similar to other ESAs, the Professional Educator Standards Board implemented the above change on August 22, 2019; and

NOW, THEREFORE, the parties agree to the following:

1. Currently the 2.5 FTE positions of the Certified Behavioral Analysts will be added to the bargaining unit and will be identified as CBAs;
2. CBAs will belong to the Itinerant Staff group and have access to the corresponding pot of workload relief money;
3. CBAs will be evaluated via Long form/PGAP;
4. CBAs will be added to the Implementation Memo regarding IEP meetings outside the contract day

[https://www.edmonds.wednet.edu/UserFiles/Servers/Server\\_306670/File/Departments/Human%20Resources/Employee%20Agreements/Edmonds%20Education%20Association/Implementation%20Memos/Implementation%20Memo-%20IEP%20mtg%2019-20%20\(1\).pdf](https://www.edmonds.wednet.edu/UserFiles/Servers/Server_306670/File/Departments/Human%20Resources/Employee%20Agreements/Edmonds%20Education%20Association/Implementation%20Memos/Implementation%20Memo-%20IEP%20mtg%2019-20%20(1).pdf)); and

5. BCBAs will receive the ESA National Certification Stipend as previously bargained in the 2017-20 agreement.
6. BCBAs will be required to meet the OSPI certification standards for School Behavior Analysts.

/Sandra Goveia/

7/16/2020

---

---

Edmonds Education Association

Date

/Debby L Carter/

7/16/2020

---

---

Edmonds School District

Date