

BR 6/8/23

Board 6/27/23

**WAIVER OF THE COLLECTIVE BARGAINING AGREEMENT**  
between the  
**EDMONDS SCHOOL DISTRICT**  
and the  
**EDMONDS EDUCATION ASSOCIATION**  
**2023-24**

**THIS WAIVER OF THE COLLECTIVE BARGAINING AGREEMENT** regarding the modified school calendar at Edmonds Heights K-12 shall be in effect for the 2023-24 school year and is supplemental to the current Procedural Agreement between the Edmonds Education Association and the Edmonds School District .

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** Edmonds Heights K-12 is recognized as an alternative educational experience (ALE) family partnership program; and

**WHEREAS** the academic structure of an ALE family partnership program includes both traditional and non-traditional curricula (including core academics, electives, workshops, Written Student Learning Plan [WSLP] ); 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 on May 26, 2023, 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:

Proportional to their contracted FTE, certificated staff will work a combination of traditional and augmented work days/weeks per an annualized calendar. Edmonds Heights Building Representatives and the Administrator will meet with the EEA President and Director of Certificated Staff to determine the modified calendar for Edmonds Heights once the District calendar has been released.

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 2023-24 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 in the modified calendar.
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.
5. Certificated staff will work Monday through Thursday from 8am to 5:40pm for all calendar days **with the following exceptions:**
  - a. The following (4) Fridays are added to the work calendar:
    - i. Work Friday, 9/8/23, 8:00-5:10
    - ii. Non-Student Base Contract Days on Fridays 10/20/23, 3/15/24, and 5/24/24, work 8:00-4:00
  - b. For each additional Friday, another regularly scheduled school day has been designated as a non-student day for teachers. Non-student days were selected to maintain as consistent and uninterrupted a class schedule for students to the extent possible:
    - i. Monday, 10/30/23
    - ii. Tuesday, 10/31/23

- iii. Monday, 3/11/24
- iv. Tuesday, 3/12/24
- c. Supplemental Days
  - i. Exchange the I/I Supplemental Day on Tuesday, 9/12/23 for Tuesday, 9/5/23
  - ii. Exchange the I/I Supplemental Day on Tuesday, 1/17/24 for Monday, 1/31/24

/Andrea Nofziger Meadows/

8/1/23

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Edmonds Education Association

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Date

/Rob Baumgartner/

8/3/23

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Edmonds School District

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Date