

The MEMORANDUM OF UNDERSTANDING
Between
EDMONDS SCHOOL DISTRICT NO. 15
and
EDMONDS MANAGERS ASSOCIATION
2024-25

This Memorandum of Understanding (MOU) regarding changes to the 2024-25 work year and professional development fund allocation, and is supplemental to the 2024-25 Agreement between Edmonds School District No. 15 and the Edmonds Managers Association (EMA).

WHEREAS, EMA members serve as key instructional and operational leaders within the Organization and are committed to its success and fiscal well-being; and

WHEREAS, in light of the Organization’s current financial circumstances, it is deemed necessary to implement measures to mitigate budgetary constraints for the 2024-25 contract year;

THEREFORE the parties have agreed to the following:

- Each EMA Member agrees to take three (3) furlough days during the 2024-25 contract year, subject to scheduling and operational requirements. The furlough days shall be mutually agreed upon between the EMA Member and their respective supervisor;
- Each EMA Member agrees to forego one thousand nine hundred dollars (\$1900) of their professional development funds allocation for the 2024-25 contract year. The remaining one thousand two hundred dollars (\$1200) shall be placed into the carryover pool for members to access through the established process.
- EMA agrees to forego the ending balance of carryover professional development funds remaining at the end of the fiscal year.
- The EMA Members shall coordinate with the Organization’s Human Resources department to schedule their furlough days in a manner that minimizes disruption to organizational operations.
- The forgone professional development funds shall be reallocated as per the Organization’s budgetary priorities, subject to approval by the appropriate authority.

/Taine Wilton/

4/23/2024

Signed for the Edmonds Managers Association

Date

/Rob Baumgartner/

4/23/2024

Signed for the Edmonds School District

Date