

WAIVER OF THE COLLECTIVE BARGAINING AGREEMENT
between the
EDMONDS SCHOOL DISTRICT No. 15
and the
EDMONDS EDUCATION ASSOCIATION
2024-25

THIS WAIVER OF THE COLLECTIVE BARGAINING AGREEMENT regarding the modified school calendar at Edmonds Heights K-12 shall be in effect for the 2024-25 school year, and is supplemental to the current Procedural Agreement between the Edmonds Education Association and the Edmonds School District No. 15.

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 the Edmonds Heights K-12 is recognized as an alternative learning experience (ALE) school that supports and meets the needs of their family education partner community; and

WHEREAS the academic needs of an ALE family partnership community are best served through a mixture of traditional and non-traditional curriculum (including core academics, electives, workshops, Written Student Learning Plan [WSLP] reviews); and

WHEREAS these traditional and non-traditional academic programs are best served in a flexible and accommodating schedule; and

WHEREAS in order for a student to be counted as enrolled on fourth day count in September, they must have met with a WSLP Advisor and have a finalized Written Student Learning Plan, and Edmonds Heights certificated staff advisors need time to meet with every family prior to fourth day count in order to plan and finalize a WSLP; and

WHEREAS the Edmonds Heights K-12 staff has, through consensus of its certificated instructional staff on May 2, 2024, agreed upon an alternative calendar that best supports their instructional interests and the needs of their ALE family partnership 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 workdays/weeks per 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 2024-25 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. Certificated staff contractual start and end days will be amended with the first day of work being August 27, 2024, and the last day of work being Tuesday, 6/17/25. The amended start/end days provide an extra day during which certificated advisors can meet with families in order to have all WSLPs finalized in time for the fourth day count in September
 - b. Supplemental Days
 - i. Exchange the I/I Supplemental Day on Tuesday, 9/10/24 for Tuesday, 9/3/24
 - ii. Exchange the I/I Supplemental Day on Monday, 1/27/25 for Thursday, 1/30/25

- c. The following Fridays are added to the work calendar:
 - i. Work Friday, 9/6/24, 8:00-5:10
 - ii. Non-Student Base Contract Days on Fridays 10/18/24, and 3/14/25, work 8:00-4:00
- d. 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. Tuesday, 11/12/24
 - ii. Thursday, 6/5/25
- e. Adjusting calendar for (4) additional days in excess of those days worked by non-EH EEA members due to the nature of Edmonds Heights 4-day/week schedule:
 - i. Monday, 10/14, and Tuesday, 10/15
 - ii. Monday, 3/10, and Tuesday, 3/11

/Andrea Nofziger Meadows/	6/25/2024
_____ Edmonds Education Association	_____ Date

/Rob Baumgartner/	6/25/2024
_____ Edmonds School District No. 15	_____ Date