

The MEMORANDUM of UNDERSTANDING
Between
EDMONDS SCHOOL DISTRICT
and
EDMONDS PRINCIPALS ASSOCIATION
2025 -2026

This Memorandum of Understanding (“MOU”) is entered into by and between the Edmonds School District (“District”) and the Edmonds Principals Association (“EPA”) to establish a mutual agreement regarding the voluntary transfer process for principals and assistant principals into like positions within the District and is supplemental to the 2023 - 2026 MOU.

WHEREAS, EPA members serve as key instructional leaders in the District, and the District values their continued growth and development; and

WHEREAS, a transparent and consistent process by which current principals and assistant principals may seek professional growth through a voluntary transfer to vacancies in like positions;

THEREFORE, the parties hereto agree as follows:

- Principals and assistant principals shall have the opportunity to be considered for a voluntary transfer to a vacant position within the District that is deemed to be a like position. A "like position" shall be defined as one with compensation at the same pay level as the employee’s current assignment.
- Principals and assistant principals shall be invited to indicate schools or sites where they would be interested in transferring, should a vacancy arise. The District shall survey EPA members to collect these expressions of interest each school year.
- If a vacancy occurs in a *like* position, the District will review the list of interested and eligible candidates and contact those who have indicated interest in that specific site. If interest remains, the principal or assistant principal shall be invited to discuss the potential transfer with the superintendent and the appropriate assistant superintendent.
- The Superintendent shall have final authority to determine whether to approve a voluntary transfer after discussing it with the employee and considering District needs.

This MOU shall take effect upon both parties' signatures and remain in effect until amended by mutual agreement. Modifications to this agreement may be made only through the District and EPA's written consent.

/Joe Webster/	/Chris Lindblom/	5/13/2025
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Signed for the Edmonds Principals Association		Date

/Rob Baumgartner/	5/13/2025
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Signed for the Edmonds School District	Date