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## **WAIVER OF THE COLLECTIVE BARGAINING AGREEMENT**

between the

**EDMONDS SCHOOL DISTRICT No. 15**

and the

**EDMONDS EDUCATION ASSOCIATION**

2025-2026

**THIS WAIVER OF THE COLLECTIVE BARGAINING AGREEMENT** regarding the modified school calendar at VOICE shall be in effect for the 2025-26 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 VOICE the parties hereby agree as follows:

**WHEREAS** VOICE is requesting an extended adjustment to the start and end time of the school day as noted below for all teachers;

**WHEREAS** extending the school day allows for the maximum amount of time in community based learning at job sites;

**WHEREAS** extending the school day allows for realigning staffing resources to increase the job coaching time spent with students and decreasing the staff to student ratio;

**WHEREAS** extending the school day provides a daily direct instruction opportunity led by the VOICE teachers to support student IEP goals

**WHEREAS** the VOICE staff has, through consensus of its certificated instructional staff, agreed upon an alternative schedule that best supports their instructional interests and the needs of their student community;

**THEREFORE**, the parties hereby agree as follows:

- Certificated staff will work Monday through Thursday from 6:00 a.m. - 2:20 p.m. and Friday from 8:30 a.m. - 2:20 p.m., inclusive of a 30-minute duty-free lunch period.
- On the base contract non-student days staff will work a standard 440-minute contract day from 7:00 a.m. - 2:50 p.m., inclusive of a 30-minute duty-free lunch period.
- On the last day of school (TBD), staff will adjust their time to provide 80,520 minutes of contract time for the year for a 1.0 FTE. The exact number of contract minutes needed on the last day of school will depend on how many base contract non-student days are within the school year. The contract hours will be determined collaboratively by the VOICE staff, the EEA President, and the Director of Certificated Staff once a 2025-26 district staff calendar has been approved.

**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. The VOICE 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 2025-2026 school year and restructure the regular work week by extending the school day and implementing a schedule that amends their contracted days as follows:

- Certificated staff will work the traditional calendar year. Less than 1.0 FTE staff will be contracted proportionally.
- Certificated 1.0 FTE staff will work Monday - Thursday from 6:00 a.m. - 2:20 p.m. (470 minutes) and Friday 8:30 a.m. - 2:20 p.m. (320 minutes), except on the dates noted above.
- On 7 hour 50 minute contracted days, certificated 1.0 FTE staff will have a maximum of 350 minutes of instructional assigned time per day and a minimum of 120 minutes of unassigned time per day. Of this 120 minutes of unassigned time per day, no less than 40 minutes per day will be duty-free planning time.
- On 5 hour 20 minute contracted days, certificated 1.0 FTE staff will have a maximum of 75 minutes assigned time (on early release building days) and a minimum of 245 unassigned time per day. Of this 245 unassigned minutes time per day, no less than 165 minutes per day will be duty free planning time.
- The annualized calendar provides the correct amount of assigned time, unassigned time, and planning time over the course of the year.

<u>/Andrea Nofziger-Meadows/</u>	<u>6/24/2025</u>
Edmonds Education Association	Date
<u>/Rob Baumgartner/</u>	<u>6/24/2025</u>
Edmonds School District No.15	Date