

MEMORANDUM OF UNDERSTANDING
between the
EDMONDS SCHOOL DISTRICT NO. 15
and the
EDMONDS EDUCATION ASSOCIATION

THIS MEMORANDUM OF UNDERSTANDING REGARDING **the Edmonds Dual Language Program** shall be effective March 14, 2023, and shall remain in effect until or unless both parties agree otherwise, and is supplemental to the 2025-2028 Collective Bargaining Agreement (CBA) between the Edmonds Education Association and the Edmonds School District (District).

WHEREAS, as dual language programs are established within the District; and

WHEREAS, staffing parameters for this program have been identified.

THEREFORE, the undersigned parties agree as follows:

1. No certificated employee who does not want to teach in the dual language program will be assigned to do so.
2. In-district applicants must demonstrate oral, written, and reading proficiency in Spanish by either OSPI bilingual certification or the ACTFL assessment. If the in-district applicant must take the assessment, the District will reimburse the employee for the assessment cost.
3. Within the first three years of the site's program, each year up to six (6) staff members can voluntarily surplus themselves. Priority for surplus goes to the new grade that is impacted by the dual language program for the year. Other volunteers will be prioritized by in-district seniority. If more than six (6) staff members volunteer for surplus, the District will develop a waitlist based on in-district seniority. The privileges of voluntary surplus will apply.
4. For the first three years of the site's program, certificated staff in other District schools will have the opportunity to transfer into the program. If more than six (6) qualified people want to transfer into the program, the District will allow additional certificated staff to transfer out from the waitlist (in item 3) to create additional capacity for employees to transfer in.
5. The District will offer up to 35 hours of professional development, paid at the curriculum rate, related to the dual language program each year. This PD can be prior to the start of the school year, except for the month of July, or in segments of no longer than 2.5 hours after the contract day ends during the school year. Staff will be notified of the tentative dates for the professional development by the end of June of each year. Certificated staff

currently teaching at a dual language site will have priority to attend, at their discretion. The remaining slots will be open to certificated staff interested in learning about dual language. If a professional development offering has fewer than five (5) registered attendees, the offering may be canceled at the facilitator(s)' discretion.

6. For the first three years of the program, the District will offer optional, in-district language acquisition learning opportunities to District staff. Enrollment priority will be given to employees currently working at a dual language site.
7. The libraries at dual-language sites will receive \$2500 each year, in addition to the per-pupil allotment, to purchase books in the heritage language.
8. For the first three years at a site, each elementary music and PE specialist at dual language sites will receive a budget to use for release time to collaborate or to purchase materials in the site's heritage language/culture. The district will allocate a budget of \$100 per 0.1 of music and PE specialist FTE for this purpose.

This agreement is not designed to set a precedent for future MOUs.

Agreed to on this day of November 24, 2025

/Andrea Nofziger Meadows/

For the Association

/Rob Baumgartner/

For the District