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

THIS MEMORANDUM OF UNDERSTANDING **REGARDING CLASS LOAD RELIEF FOR EDMONDS ELEARNING ACADEMY** is effective August 1, 2025 and shall remain in effect until or unless both parties agree otherwise, and is supplemental to the Procedural Agreement between the Edmonds Education Association and the Edmonds School District No. 15.

WHEREAS, eLearning has a unique student FTE accountability, based on a yearly average for the school; and

WHEREAS, the enrollment starts out lower in class load numbers at the beginning of the school year; and

WHEREAS, the enrollment increases throughout the school year; and

WHEREAS, the class load relief trigger points are not aligned with Edmonds School District secondary schools; and

WHEREAS, trigger is paid, both as individual class, and total load at secondary schools.

THEREFORE, the undersigned parties hereby agree as follows:

1. The parties agree that trigger will be paid on total student load, not individual classes.

2. The parties have agreed to the following trigger measurement dates:
- First Semester – enrollment reporting count days, one each in October, November, December, and January
- Second Semester – enrollment reporting count days, one each in March, April, May, and June

3. The parties agree to average the total student load numbers on the trigger measurement dates to arrive at a total student load number for each semester. For individuals with multiple assignments, total student load will be adjusted proportionally based on assignment, if the assignment includes special education and/or ML. For part-time staff, the total student load is prorated based on FTE, and the full trigger amount is paid on the prorated total student load.

4. If trigger is warranted, the payment will be doubled to take into consideration two quarters within a semester.

5. Trigger for first semester will be paid on the February 2025 pay warrant. Trigger for second semester will be paid on the June 2025 warrant.

6. In the event that a teacher takes long-term leave, their trigger will be paid out according to the aforementioned formula excepting their time on leave. (Days on leave/total workdays in semester = % deducted from trigger payout)

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

EDMONDS EDUCATION ASSOCIATION	**EDMONDS SCHOOL DISTRICT NO.15**
/Andrea Nofziger-Meadows/	/Rob Baumgartner/
For the Association	For the District
8/7/2025	8/7/2025
Date	Date