Board 4/14/26

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

THIS MEMORANDUM OF UNDERSTANDING regarding employees with **Education Staff Associates (ESA) certificates which are in "hard-to-fill" areas who have experience credit recognized by the Edmonds School District** which is not recognized for State funding purposes is supplemental to the Procedural Agreement between the Edmonds Education Association (Association) and the Edmonds School District No. 15 (District) and shall remain in effect until or unless both parties agree otherwise.

WHEREAS, in May 1997, the State changed its method of calculating certificated salary compliance limits to include both basic education and special education funded employees; and

WHEREAS, the parties negotiated Section 3.2.B.2 into their 2004-07 Collective Bargaining Agreement recognizing experience for salary purposes; and

WHEREAS, in 2004 the State did not recognize non-school district experience in the calculations for certificated salary compliance limitations; and

WHEREAS, the District employs individuals in "hard-to-fill" ESA positions with "related" experience it recognizes for salary purposes which is not recognized by the State;

THEREFORE, the undersigned parties hereby agree as follows:

1. This Agreement covers secondary counselors and only those ESA employees who have been hired into "hard-to-fill" positions which results in:
    - Posting as hard to fill i.e., early posting and "open to filled"
    - Past Memorandum of Understanding to contract for services due to unavailability of qualified applicants

2. Related experience will be determined as follows:
    - Work in the area in which the counselor or ESA will be assigned
    - Work as an employee for an institution, business, agency or organization e.g., hospital
    - No more than one year of experience can be accumulated in one year
    - State-qualifying experience and district-qualifying experience can be combined in one year, but may not equal more than one year's experience.
    - Related experience will be red-lined until district experience catches up to that same level of experience
    - Must be determined at a face-to-face appointment with HR staff
        - Does not apply if currently placed at 14th step
        - If not at 14th step on state salary schedule, the maximum number of years that would be counted would be those that would bring them to the 14th step
    - One year of related experience @ 7.33 hours per day shall mean the equivalent of one year on the salary schedule
3. Salary from the basic employment contract plus the Separate Incentive Contract shall equal the salary amount for the experience step on the salary schedule which includes the total of both recognized and unrecognized State experience credit.
4. For purposes of RIF, the experience credit of these employees shall equal the total of the State recognized and unrecognized experience.
5. The per diem hourly rate paid to these employees shall equal the per diem hourly rate for the salary schedule experience step determined in Step 3 above.

EDMONDS EDUCATION ASSOCIATION

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For the Edmonds Education Association

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Date

EDMONDS SCHOOL DISTRICT NO. 15

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For the Edmonds School District No. 15

_____
Date