

WAIVER OF THE PROCEDURAL AGREEMENT
between the
EDMONDS SCHOOL DISTRICT
and the
EDMONDS EDUCATION ASSOCIATION
2026-2027

THIS WAIVER OF THE PROCEDURAL AGREEMENT, WHEREAS the current Procedural Agreement reserves specific time periods, known as **Individual Time**, for certificated staff, including Board Certified Behavior Analysts (BCBAs), typically scheduled during most 75-minute early release Fridays;

WHEREAS, the Edmonds School District has an operational need for BCBAs to provide staff training, professional development, and coaching during the aforementioned Friday early release Individual Time or building-directed time;

WHEREAS, the parties acknowledge the importance of preserving the BCBAs' contractual Individual Time to ensure quality preparation, planning, and documentation;

WHEREAS, the parties have mutually agreed to provide BCBAs with scheduling flexibility to satisfy both the District's Directed Time needs and the BCBAs' right to their allocated Individual Time within the same work week.

WHEREAS, after an anonymous vote was taken online on May 5th, 2026 with 5 "yes" responses and zero "no" responses across the BCBA team to approve requesting a waiver of the 2025-26 procedural agreement, and

THEREFORE, the Edmonds Education Association and the Edmonds School District hereby agree as follows:

1. Flexible Individual Time Scheduling: BCBAs are authorized to reschedule their 75-minute Individual Time allocated for a given early release Friday to a different time within the same corresponding work week (Monday through Friday). This rescheduling is at the BCBA's discretion, and no additional documentation or pre-approval is required, provided the contractual Individual Time is completed by the close of the work week.

2. Purpose of Flexibility: The primary purpose of this waiver is to permit BCBAs to participate in or lead district staff training, professional development, and coaching sessions that occur during the reserved Friday Individual Time, while guaranteeing that the BCBA still receives their full contractual allotment of 75 minutes of Individual Time.

3. Reserved Friday Time: If there is no conflict or distinct district need requiring the BCBA's presence during the reserved Friday early release time, the BCBA shall continue to utilize the reserved Friday time slot for their Individual Time.

/Andi Nofziger Meadows/
Edmonds Education Association

5/26/2026
Date

/Rob Baumgartner/
Edmonds School District

5/26/2026
Date