

BR 6/11/26
Board 6/23/26

WAIVER OF THE PROCEDURAL AGREEMENT
between the
EDMONDS SCHOOL DISTRICT
and the
EDMONDS EDUCATION ASSOCIATION
2025-2026

This Waiver of the Procedural Agreement **REGARDING the proposed swap of 1 hour of preservice Building/Individual time on August 28th with the first hour of Individual time on September 1st for certificated staff at Lynnwood Elementary** shall be effective for the 2026-27 school year and is supplemental to the Procedural Agreement between Edmonds Education Association and the Edmonds School District.

WHEREAS, over the last 5 years, pre-service time for certificated and classified staff has been divided. Certificated staff have had individual time on the first day of return for classified staff. Classified staff, due to the fiscal calendar, have not been able to work/return on the first days that Certificated staff return for the year: and

WHEREAS, not having all staff together before the school year begins has been a barrier for our community. The limited time throughout the year for all staff to gather has been a detriment for whole building community building and culture, where groups feel siloed; and

WHEREAS, data from the annual building survey indicates discrepancies in how our labor groups are reporting sense of belonging. It would be a stronger start to the year to be inclusive of classified staff and have intentional time as a whole group; and

WHEREAS, staff will be released 1 hour early from building time on August 28th in order to join in a whole group breakfast on September 1st. The loss of Building Time on August 28th will be replaced with community time as a whole group on September 1st. Certificated staff will not lose any Individual time; it will just be moved to another day.

WHEREAS, an anonymous vote was taken from May 1 - May 8, 2026, to consider the district directed/individual hour change. Thirty-six out of forty-eight people voted -- 36 yes, 0 no.

Therefore, the parties hereby agree to swap one hour Building time on August 28th for one hour of Building/Community time on September 1st.

/Andi Nofziger Meadows/
Edmonds Education Association

6/23/2026
Date

/Rob Baumgartner/
Edmonds School District

6/23/2026
Date