

BR 9/10/26
Board 9/22/26

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

This Waiver of the Procedural Agreement **REGARDING Article VI – Conditions of Employment; Section 6.1-Work Year, Work Week, Workday** 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, in June 2026, due to a retirement and a reassignment, the whole of the music staff at Lynnwood High School became vacant and the District identified the vacancy as a total 1.3 FTE. In August 2026 these two positions were hired (1.0 FTE and 0.3 FTE); and

WHEREAS, to support the music programming at Lynnwood High School, it is necessary to have both positions scheduled into “0” period (which starts at 6:20 a.m.).

WHEREAS, the District would like to increase the 0.3 FTE position by combining it with a 0.5 FTE Elementary Instrumental Band Music assignment. Doing so will result in the following schedule beginning at 6:10 each morning. The detailed schedule is attached:

Monday and Wednesday:	Lynnwood High, Spruce Elem, Mountlake Terrace Elem
Tuesday:	Lynnwood High, Lynnwood Elem, Cedar Way Elem
Thursday:	Lynnwood High, Lynnwood Elem, Hilltop Elem, Cedar Way Elem
Friday:	Lynnwood High, Hilltop Elem

WHEREAS, the total FTE for all five Elementary Instrumental Band positions is 0.5 and the total for the Lynnwood High band assignment is 0.3. The combined LHS Band and Elementary Instrumental Band assignments would exceed the contracted work hours allowed under a 0.8 FTE assignment; and

WHEREAS, approval of the proposed waiver would allow the district to combine the two positions with the 0.8 FTE available, thereby creating a single 0.8 position that is benefits eligible for an existing EEA member. Without a waiver, the District will need to hire another part-time (0.5 FTE) Elementary Instrumental Band teacher to fill the vacancy/needs at the five elementary schools (increasing the number of partial staff in the district and denying an existing staff member the possible increase in FTE and related benefits eligibility).

Therefore, the parties hereby agree to a waiver of the Procedural Agreement regarding Article VI – Conditions of Employment; Section 6.1-Work Year, Work Week, Workday.

/Andi Nofziger Meadows/
Edmonds Education Association

9/22/2026
Date

/Rob Baumgartner/
Edmonds School District

9/22/2026
Date