

WAIVER OF THE COLLECTIVE BARGAINING AGREEMENT

between the
EDMONDS SCHOOL DISTRICT No. 15
and the
EDMONDS EDUCATION ASSOCIATION
2026-27

THIS WAIVER OF THE COLLECTIVE BARGAINING AGREEMENT regarding the modified school calendar at Edmonds Heights K-12 shall be in effect for the 2026-27 school year and is supplemental to the current Procedural Agreement between the Edmonds Education Association and the Edmonds School District No. 15.

In order to recognize, support and facilitate the unique features of an alternative educational program at Edmonds Heights K-12 the parties hereby agree as follows:

WHEREAS the Edmonds Heights K-12 is recognized as an alternative learning experience (ALE) that supports and meets the needs of the family education partner community; and

WHEREAS the academic needs of an ALE family partnership community are best served through a mixture of traditional and non-traditional curriculum (including core academics, electives, workshops, Written Student Learning Plan (WSLP); and

WHEREAS these traditional and non-traditional academic programs are best served in a flexible and accommodating schedule; and

WHEREAS in order for a student to be counted as enrolled on fourth day count in September, they must have met with a WSLP Advisor and have a finalized Written Student Learning Plan *and* Edmonds Heights certificated staff advisors need time to meet with every family prior to the fourth day count in order to plan and finalize a WSLP; and

WHEREAS the Edmonds Heights K-12 staff has, through unanimous consensus of its certificated instructional staff on April 15, 2026, agreed upon an alternative calendar that best supports their instructional interests and the needs of their ALE family partnership student/parent community;

THEREFORE, the parties hereby agree as follows:

Proportional to their contracted FTE, certificated staff will work a combination of traditional and augmented workdays/weeks per annualized calendar. Edmonds Heights Building Representatives and the Administrator will meet with the EEA President and Director of Certificated Staff to determine the modified calendar for Edmonds Heights once the District Calendar has been released.

The Edmonds Heights K-12 staff shall, under the provisions provided in Article VI Section 6.1B of the Collective Bargaining Agreement, measure their contractual time on a weekly basis for the 2026-27 school year and restructure the regular 5-day work week into a 4-day week by implementing a schedule that amends their contracted days as follows:

1. Certificated staff will work a 4-day workweek (M-Th), except on the dates noted in the modified calendar.
2. Certificated staff will work a modified calendar wherein two days are moved from the end of the year to the beginning of the year in order to meet with all families and develop a WSLP for all students prior to fourth day count. Less 1.0 FTE staff will be contracted proportionally.
3. Certificated 1.0 FTE staff will work a maximum 9 hour and 10 minute (550 minute) contracted day over a 4-day work week (M-Th). Less than 1.0 FTE staff will be contracted proportionally.

4. On 9 hour and 10-minute contracted days, certificated 1.0 FTE staff will have a maximum of 375 minutes of instructional assigned time per day and a minimum of 175 minutes unassigned time per day. Of this 175 minutes of unassigned time per day, no less than 75 minutes per day will be duty free planning time. Less than 1.0 FTE staff will be contracted proportionally.
5. Certificated staff will work Monday through Thursday from 7:40 am to 5:20 pm for all calendar days. November 12th, March 15th, and March 16th are non-contract days for Edmonds Heights certificated staff. See attached calendar for complete list of all contract days, non-contract days, and supplemental days
6. In order for the total minutes in the Edmonds Heights calendar to match the total minutes in the traditional calendar, the following modifications will be made:
 - a. On 9/9, 4:10 - 5:20 will be D/B time.
 - b. On 6/17, 4:10 – 4:40 will be Individual time, and 4:40 – 5:20 will be D/B time.

/Andi Nofziger Meadows/
Edmonds Education Association

6/23/2026
Date

/Rob Baumgartner/
Edmonds School District No. 15

6/23/2026
Date

EHK12 STAFF Calendar 26/27

See Google calendar for dates also

Office Hours: 8 am - 4 pm

Certificated Teacher Specific Dates	
Semester Classes Begin.....	
Green Days - No mtgs 9/14,15&1/13,14&2/1,2&6/2,3	
Last workday for Teachers 6/17	
D/B, I Days	
10/23 DB/I, 1/25 I/I, 3/12 DB/DB	
1st Teacher Contract day 8/26 7:40-5:20pm	
Teacher/WI No Work days	
11/12 and 3/15,16	
Supplemental Days (7:30a-3:00p)	
8/28 DB/I, 8/31 DB/DB, 9/10 I/I, 5/28 DB/I	
Testing Days	
5/3,4 - no classes held in AFTERNOON	
5/5,6 - no classes held in MORNING	
FIELD DAY 6/3	
School Closed	
Labor Day	Sept 7
Veterans Day.....	Nov 11
Thanksgiving Break.....	Nov 25-27
Winter Break.....	Dec 21-Jan 1
Martin Luther King Jr. Day.....	Jan 18
President's Day Break.....	Feb 15-16
Spring Break.....	Apr 5-9
Memorial Day.....	May 31
Juneteenth.....	June 19
WSLP important dates	
Fall WSLP Meetings.....	8/26,27 9/1-3,8
WSLPs Approved in ALE.....	Sept 9
Class Progress Due.....	Oct 5
Class Progress Due.....	Nov 5
Class Progress Due.....	Dec 7
Winter WSLP Meetings.....	Jan 19-21,26-28
Class Progress Due.....	Jan 5
Class Progress Due.....	Feb 4
Class Progress Due.....	Mar 4
Class Progress Due.....	Apr 1
Class Progress Due.....	May 5
Class Progress Due.....	Jun 3
End of Year WSLP Meetings.....	June 7-17

September 2026						
Su	Mo	Tu	We	Th	Fr	Sa
Aug	24	25	26	27	28	29
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

February 2027						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

October 2026						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

March 2027						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

November 2026						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

April 2027						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	1

December 2026						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

May 2027						
Su	Mo	Tu	We	Th	Fr	Sa
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

January 2027						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24, 31	25	26	27	28	29	30

June 2027						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			