

BR 5/9/19
Board 5/28/19

**MEMORANDUM OF UNDERSTANDING
between the
EDMONDS SCHOOL DISTRICT NO. 15
and the
EDMONDS EDUCATION ASSOCIATION
2019-20**

THIS MEMORANDUM OF UNDERSTANDING PERMITTING PROVISION OF SPEECH/LANGUAGE PATHOLOGIST (SLP) SERVICES is effective September 1, 2019 through July 31, 2020, and is supplemental to the 2017-20 Procedural Agreement between the Edmonds Education Association and the Edmonds School District No. 15.

WHEREAS for the past 22 years, the District has needed additional SLP services, and anticipate the same for the 2019 -20 school year; and

WHEREAS the District is recruiting for SLPs on a continuing basis; and

WHEREAS when an SLP vacancy occurs, the first goal will be to fill the FTE using the standard hiring procedures through Human Resources; and

WHEREAS, current part-time SLP employees will be considered for any vacancies that occur; and

WHEREAS, if an agency employee is contracted instead of a current part-time SLP employee who wishes to increase his/her FTE, the Association will be notified and an explanation for contracting with the outside agency will be provided; and

WHEREAS, many SLPs available through agency sources are limited, and often make commitments to other districts by mid or late summer; and

WHEREAS, a vote was taken on April 12, 2019; and 100% of those present were in support of the MOU to “allow outside agency hiring when there are no viable candidates through the standard HR process.”

THEREFORE, the parties agree that the District may contract with an appropriate outside organization to provide SLP services for the 2019-20 school year. The parties further agree that employees of such contractor will not be considered employees of the Edmonds School District No. 15, and as such will not be covered by the Procedural Agreement between the parties.

This agreement is not designed to set precedent for future MOUs.

EDMONDS EDUCATION ASSOCIATION

EDMONDS SCHOOL DISTRICT NO. 15

For the Association

For the District

Date

Date