

MEMORANDUM OF UNDERSTANDING
between the
EDMONDS SCHOOL DISTRICT NO. 15
and the
EDMONDS EDUCATION ASSOCIATION
2017-18

THIS MEMORANDUM OF UNDERSTANDING **REGARDING SUBSTITUTE RATES FOR HIGH USAGE DATES** is effective September 1, 2017 through August 31, 2018, and is supplemental to the Procedural Agreement between the Edmonds Education Association (Association) and the Edmonds School District No. 15 (District).

WHEREAS, there were times when certificated subs were not available to cover the number of absences, so for the school year, certain high usage dates were identified, and an extra amount was paid to those subs who accepted certificated sub assignments on those days; and

WHEREAS, the District and Association decided that, after looking at 2016-17 data, it would be worthwhile to continue to pay an extra \$20 on these high usages dates.

WHEREAS, the Substitute Coordinator has identified several high usage days when it is more likely there will not be enough substitutes to cover the absences during the 2017-18 school year; and

WHEREAS, the District and Association would like to make it more enticing for substitutes to accept assignments on those identified high usage days.

THEREFORE, the undersigned parties agree as follows:

1. For the 2017-18 school year only, the following dates have been identified as high usage dates.
 - October 12, 2017 (Th)
 - October 13, 2017 (F)
 - December 15, 2017 (F)
 - January 12, 2018 (F)
 - February 15, 2018 (Th)
 - February 16, 2018 (F)
 - March 29, 2018 (Th)
 - March 30, 2018 (F)
 - April 9, 2018 (M)
 - May 18, 2018 (F)
 - May 25, 2018 (F)
2. Certificated substitutes who accept an assignment on the above identified high usage days will receive an addition \$20 over and above their regular substitute pay for that day.
3. The extra \$20 will be paid two times per year as follows: For October, December, January and February, payment will be at the end of March 2018; for March, April and May, payment will be at the end of July 2018.

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