

**LETTER OF AGREEMENT
BETWEEN
EVERETT EDUCATION ASSOCIATION
AND
EVERETT SCHOOL DISTRICT NO. 2**

Dual Language Program

This letter of Agreement is entered into between the Everett School District ('District') and the Everett Education Association ('Association'). This agreement shall be effective beginning September 1, 2024 and shall expire at the conclusion of the 2025 – 2026 school year.

- A. The Everett Education Association and the Everett School District agree to implement a Spanish dual language program at Emerson Elementary and Silver Lake Elementary in order to provide a two-way bilingual immersion program and lay the groundwork for the continued development of a K-12 pathway.
- B. The Spanish dual language program will require the classroom teacher to be bilingual and biliterate in Spanish and English. The dual language program certificated position will be a general education position and not an EL program position. Certificated FTE will be determined by student enrollment.
- C. When applicable, students will be equitably distributed in the classrooms within the program consistent with 9.02.A.2.
- D. Generally, dual language program implementation will continue by adding at least one grade level/class section each year. However, Silver Lake Elementary shall start the 2025 – 2026 school year with staff for both Kindergarten and First grade to begin the Dual Language program start with the 2026 – 2027 school year. After the first year, Silver Lake Elementary shall add one grade level per the MOU per year.
- E. Depending on current staffing, some teachers may need to be reassigned or transferred to another position within the district. After the building principal determines a potential surplus of staffing exists for the building, the principal shall consult with the affected teachers in that building to determine if anyone is interested in a voluntary transfer as displaced staff. If affected teachers don't choose to transfer, they will meet with the building principal and provide preferences for placement in the building. When reassigning teachers within the building, the principal will consider the displaced teacher's preferences. Building reassignment will follow current CBA language.

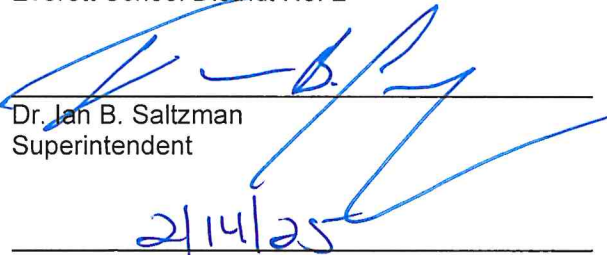
In the event of no volunteers of affected employees for displacement, the principal will unassign staff consistent with 5.11.D.5.

If there are fewer building positions than displaced teachers, the displaced teacher(s) will be placed before unassigned teachers districtwide. The district will follow CBA 5.11 to identify and place displaced teachers. The building principal will work with human resources regarding any transfers.

- F. For the duration of this MOU, Silver Lake will not be open for K-3 classroom teacher internal transfer with the exception of letter D above.
- G. After they are consulted, each-of the dual language program assigned teachers shall be provided professional learning opportunities to support them in this position. Professional learning shall include a minimum of six hours prior to the start of the first student day each fall, and three half-day sessions, one in the fall, one in the winter, and one in the spring. If the professional learning is provided outside of the workday, the teachers shall be compensated at their per diem rate of pay.

- H. Staff in the school who are not dual language classroom teachers will have the opportunity to attend additional paid training to support the implementation of the dual language program. Upon request, Emerson employees will also be provided a yearly subscription to an approved on-line language learning program to better support the overall school program.
- I. The impact of the Dual Language program's enrollment on the district and the school shall be discussed prior to staffing allocations each year.

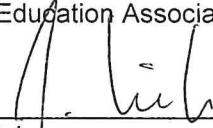
Everett School District No. 2



Dr. Jan B. Saltzman
Superintendent

Date

Everett Education Association



Jared Kink
President

Date