

**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 May 1, 2025, 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 Evergreen Middle School 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 ML program position. Certificated FTE will be determined by student enrollment.
- C. Generally, dual language program implementation will continue by adding at least one grade level/class section each year. Evergreen Middle School shall start staffing for dual language for the 2025 – 2026 school year with staff for sixth, seventh, and eighth grade to begin the Dual Language program start with sixth grade in the 2027 – 2028 school year. In addition, counselor, school psychologist, and resource room bilingual teacher positions are needed.
- D. 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 professional learning is provided outside of the workday, the teachers shall be compensated at their per diem rate of pay.
- E. 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, Evergreen employees will also be provided with a yearly subscription to an approved on-line language learning program to better support the overall school program.
- F. 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. Ian B. Saltzman  
Superintendent

Date

5/5/25

Everett Education Association

  
\_\_\_\_\_  
Jared Kink  
President

Date

5-5-25