

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

Co-Teaching Pilot

- A. The Everett Education Association and the Everett School District agree to suspend Section 9.02.A.2 with regard to equitable distribution of special education students at the following schools to pilot a co-teaching/inclusion model: Evergreen Middle, North Middle, Jackson High, and Everett High. A "co-teaching classroom" offers concentrated and collaborative instructional support for students with disabilities (SWD) in order to support students learning in their least restrictive environment (LRE) and affording access to grade-level standards. Typically, this includes two certificated staff sharing in the instructional responsibilities (one general education teacher partnering in an inclusive setting with one special education teacher) to support both general education and students with disabilities in the same class period.
- B. The number of co-teaching classes and the content of those classes will be decided by the special education director in conjunction with the administration at each school.
- C. During this pilot, teachers will only be assigned to these co-teaching classes with their agreement, and such voluntary agreement shall be confirmed by the Association no later than the last day of school the previous school year.
- D. Each of the teachers shall be provided a minimum of 15 hours of training to support the teacher in this co-teaching arrangement. Training shall include 6 hours prior to the school year or as early as is feasible in the school year, and 3 half-day sessions, 1 in the fall, 1 in the winter, and 1 in the spring. If training is provided outside the workday, the employee(s) shall be compensated at their per diem rate of pay.
- E. If a specific certification or endorsement is required, the District shall work with the employee to ensure they can receive their certification. At a minimum, the District shall pay for the cost of the educational program to achieve the certificate or endorsement. Additionally, the District shall provide at least 5 release days for course work upon request.
- F. For the additional workload specifically associated with piloting the co-teaching model, each of the assigned teachers shall be provided, at their option, up to 22.5 additional hours paid at per diem that can be used in hourly increments. This time is to be used at their discretion to work with their co-teaching partner or to work with general education staff who are also providing services, help staff who are participating in the inclusion model, and other work as deemed necessary by the teacher.
- G. For each co-taught course partnership, the assigned teachers can use 1 release day per semester to work together with their co-teacher on planning, grading, etc.
- H. For the specific classes, that utilize the co-teaching model, no more than 9 students with IEPs will be assigned to the class period.
- I. The District shall comply with Section 9.02.B.7 regarding the daily load assigned to other regular education teachers in the content areas in which co-teaching classes are offered.
- J. The District and Association will meet periodically to address any additional supports that may be needed to support these pilots. The district shall provide the Association a list of all general

education teachers and the corresponding special education co-teacher for this pilot before the first workday of the year.

- K. This agreement is effective September 1, 2022 and will continue through August 31, 2023 unless the parties otherwise agree to changes in writing.

Everett School District No. 2




Dr. Ian B. Saltzman
Superintendent

Date

9/28/22

Everett Education Association



Jared Kink
President

Date

9-26-22