

**LETTER OF UNDERSTANDING
BETWEEN
LAKE WASHINGTON SCHOOL DISTRICT NO. 414
AND
LAKE WASHINGTON EDUCATION ASSOCIATION**

Due to the changes to staff start times at both the elementary and secondary levels, we have come to an agreement with LWSD on the staff workday for November 22, 2023.

Section 9.2.1 states:

In addition, three and a half (3.5) hours shall be worked at the teacher’s discretion for planning and preparation, in lieu of working three and a half (3.5) hours on the day before Thanksgiving.

Section 12.5 states:

Employees will have a duty-free lunch period of thirty (30) continuous minutes per workday.

Additionally in Article 12, the staff workday shall minimally include 15 minutes beyond the student day.

The 3.5 hours, in addition to a duty-free lunch, would cause some staff at both the elementary and secondary level to leave prior to the end of the student day. Due to supervision requirements and contract requirements, we have entered into an agreement to accommodate supervision and contractual requirements.

Staff start and times at many schools will be adjusted on 11/22 to ensure that staff receive their compensatory 3.5 hours. ORSH and WaNIC will create building-specific schedules that are contractually compliant.

Staff start and end times for 11/22/2023:

School	staff start time	staff end time
Alcott	8:35 AM	12:35 PM
Audubon	8:35 AM	12:35 PM
Baker	8:35 AM	12:35 PM
Barton	8:35 AM	12:35 PM
Bell	7:55 AM	11:55 AM
Blackwell	8:35 AM	12:35 PM
Carson	8:35 AM	12:35 PM
Community	8:05 AM	12:05 PM
Dickinson/Explorer	8:35 AM	12:35 PM
EAS	7:20 AM	11:20 AM
Eastlake	7:55 AM	11:55 AM
Einstein	8:35 AM	12:35 PM
Emerson HS	7:30 AM	11:30 PM
Evergreen	7:20 AM	11:20 AM
Finn Hill	7:20 AM	11:20 AM
Franklin	8:35 AM	12:35 PM
Frost	8:35 AM	12:35 PM
ICS	7:15 AM	11:15 AM
Inglewood	7:05 AM	11:05 AM
Juanita	7:55 AM	11:55 AM
Juanita HS/Cambridge	7:55 AM	11:55 AM
Kamiakin	7:15 AM	11:15 AM

Keller	8:35 AM	12:35 PM
Kirk	7:55 AM	11:55 AM
Kirland	7:05 AM	11:05 AM
Lakeview	8:25 AM	12:25 PM
LWHS	7:55 AM	11:55 AM
Mann	8:35 AM	12:35 PM
McAuliffe	8:35 AM	12:35 PM
Mead	8:35 AM	12:35 PM
Muir	7:55 AM	11:55 AM
Northstar	7:20 AM	11:20 AM
Redmond	8:35 AM	12:35 PM
Redmond HS	7:55 AM	11:55 AM
Redmond MS	7:10 AM	11:10 AM
Renaissance	7:45 AM	11:45 AM
Rockwell	8:35 AM	12:35 PM
Rosa Parks	7:55 AM	11:55 AM
Rose Hill	8:35 AM	12:35 PM
Rose Hill	7:05 AM	11:05 AM
Rush	7:55 AM	11:55 AM
Sandburg/DCS	7:55 AM	11:55 AM
Smith	8:35 AM	12:35 PM
Stella Schola	7:05 AM	11:05 AM
Tesla	7:25 AM	11:25 AM
Thoreau	8:35 AM	12:35 PM
Timberline	7:05 AM	11:05 AM
Twain	8:25 AM	12:25 PM
Wilder	7:55 AM	11:55 AM

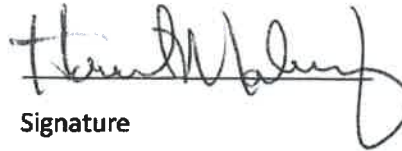
AGREED:

For the District

For the Association



Signature



Signature

11/16/2023

Date

11/16/2023

Date