Memorandum of Understanding between Mercer Island Education Association ("MIEA") and Mercer Island School District ("District") Regarding

Evaluation of Staff Transferred within the 2021-22 SY Due to COVID-19

The following will apply to staff who are involuntarily transferred during 2021-22 as part of the District's response to the COVID-19 pandemic.

Certificated Employees

OSPI's evaluation guidelines for the 21/22 school year provide that schools return to pre-COVID evaluation cycles for certificated staff. The District will adhere to the existing contract language related to involuntary transfers and mid-year transfers. *See* Certificated CBA at 25, Article 5, Section 4.

• In the 2021-22 school year, educators who are not provisional and who are in years two and beyond who are involuntarily reassigned to a new role will be placed in the Focused cycle and be formally scored using evidence provided during the 2021–22 school year. The educator can be moved to a regular Comprehensive cycle (all 8 criteria) if the evaluator or educator provides notice in writing by December 15.

Classified Employees

Classified employees reassigned outside of their job classification after the school year has started as a result of COVID-19-related adjustments shall:

- a. not be subject to nonrenewal or probation based on evaluations of their effectiveness in their new classification during the 2021-22 school year; and
- b. be given supports to improve performance or be reassigned if rated unsatisfactory in the newly assigned classification.

Nothing in this provision shall change District rights during a new employee's 90-day probationary period or create an obligation for the District to employ a classified staff member on a Limited Letter of Assignment for the 2022-23 school year.

This is a non-precedent setting Agreement and will expire on August 15, 2022.

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Donna Colosky Superintendent date

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Oct 3, 2021

Erin C. E. Battersby District Representative

Oct 1, 2021

Sally Loeser MIEA President

date

Susan Hamp Susan Hamp (Oct 2, 2021 16:17 PDT)

Susan Hamp MIEA Representative Oct 2, 2021

date