

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

**Certificated Instructional Support Staff (CISS) Evaluation**

Whereas Certificated Instructional Support Staff (“CISS”) is defined in the collective bargaining agreement as a certificated staff member whose position requires certification and serves in a role other than classroom teacher and includes but is not limited to counselors, psychologists, speech language pathologists, occupational therapists, physical therapists, nurses, and librarians; and

Whereas CISS positions perform unique and specialized roles in our schools and frequently require specialized training and certification requirements; and

Whereas the Mercer Island School District (“District”) and the Mercer Island Education Association (“Association”) agree that educators, administrators, and students benefit when an employee’s evaluation framework reflects the responsibilities of the employee’s position; and

Whereas the parties have not updated the Danielson evaluative frameworks for Teacher Coaches or CISS for several years.

Therefore, the parties hereby agree as follows:

1. Prior to October 31 each year, the District Superintendent or designee, and the MIEA President or designee, will work in conjunction with interested CISS members to select one (1) mutually agreed upon CISS Danielson framework to review and update as needed.
2. The MIEA President or designee and District Superintendent or designee will each appoint an equal number of people to a committee. The committee members will review, research, and recommend updates, as needed, to the selected framework and report to the MIEA president and the MISD Superintendent with their recommended modifications no later than April 1, unless otherwise agreed by the parties. If the recommendations, or any mutually agreed modifications to those recommendations, are acceptable to the District and Association, the parties will execute a memorandum of understanding to replace the current framework with the amended framework for use in performance evaluations the following school year if the contract is not open. If the contract is open, the mutually agreed modifications will be included in the new contract once ratified by MIEA and approved by the School Board.
3. This MOU will continue in effect until all CISS evaluation frameworks have been reviewed in the manner described in paragraph 2, above.

*Dr. Frederick D. Rundle*

Mar 17, 2023



Mar 17, 2023

Dr. Fred Rundle  
Superintendent

Date

Sally Loeser  
MIEA President

Date