


**Memorandum of Understanding
Between
Lake Stevens School District
And the
Lake Stevens Education Association
June 24, 2013**

1. All classroom teachers shall be transitioned to the new evaluation system described in RCW 28A.405.100 in the 2013-14 school year. For the purposes of this agreement, the terms "classroom teacher," "comprehensive evaluation" and "focused evaluation" shall have the same definitions and meanings as provided in RCW 28A.405.100 and Chapter WAC 392-191A.
2. Classroom teachers in each building will be part of Cohort A (2013-14), Cohort B (2014-15) or Cohort C (2015-16) and Cohort D (2016-2017) no later than the last day of the 2012-13 school year. All provisional classroom teachers [and any continuing contract classroom teachers who received an overall unsatisfactory evaluation rating in the 2012-13 school year] must be in Cohort A. Building principals will ask for volunteers amongst their continuing teachers to be part of Cohort A. Transition to Cohorts B, C, or D will be determined in on each school's transition plan and shared with each teacher in each building as to when teachers will be on a Focused or Comprehensive evaluation cycle for each year of the transition period. The goal for each building is to have no more that 25% of their classroom teachers on a comprehensive evaluation in any one year.
3. For the 2013-14 school year, all classroom teachers in Cohort A will receive a comprehensive evaluation. All classroom teachers in Cohorts B and C and D will receive a focused evaluation.
4. For the 2014-15 school year, all classroom teachers in Cohort A will receive a comprehensive or focused evaluation as allowed by the law; all classroom teachers in Cohort B will receive a comprehensive evaluation; and all classroom teachers in Cohort C will receive a focused evaluation.
5. For the 2015-16 school year, all classroom teachers in Cohorts A and B will receive a comprehensive or focused evaluation as allowed by the law. All classroom teachers in Cohort C will receive a comprehensive evaluation, and all teachers in Cohort D will receive a focused evaluation
6. For the 2016-17 school year, all classroom teachers in Cohorts A and B and C will receive a comprehensive or focused evaluation as allowed by the law. All classroom teachers in Cohort D will receive a comprehensive evaluation.
7. The comprehensive and focused evaluations referenced above shall be conducted in accordance with the requirements in RCW 28A.405.100 and Chapter 392-191A for observations, documentation, meetings and scoring.

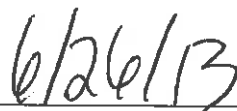
8. For classroom teachers, the provisions of this letter of agreement shall replace evaluation language in [Article IX] of the current collective bargaining agreement.

9. For the first three years of Implementation, Librarians will be placed on a Focused Evaluation. During that time the LSSD and LSEA will explore how librarians conform to all criteria of the evaluation system including the use of data in the support of grade level and content teams.

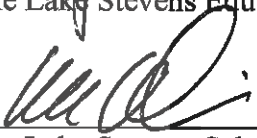
10. This agreement shall be subject to renewal at the end of each year (2013-2014, 2014-2015, 2015-2016, and 2016-2017) until all cohorts have completed a comprehensive evaluation.



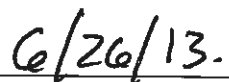
For the Lake Stevens Education Association



Date



For the Lake Stevens School District



Date