12/9/19 Approved at Bargaining
2/11/2020 Board

# MEMORANDUM OF UNDERSTANDING
# between the
# EDMONDS SCHOOL DISTRICT NO. 15
# and the
# EDMONDS EDUCATION ASSOCIATION

THIS MEMORANDUM OF UNDERSTANDING **Regarding Evaluation Use in Human Resources Decisions** is effective February 11, 2020 and shall remain in effect until or unless both parties agree otherwise, and is supplemental to the 2017-20 Procedural Agreement between the Edmonds Education Association and the Edmonds School District No. 15.

WHEREAS, State law regarding the evaluation process for certificated teachers requires evaluation results to be used as one of multiple factors in making human resources and personnel decisions.

THEREFORE, the District and the Association have agreed that evaluation results will be used in the following human resources decisions:

- ***Voluntary Transfers*** - to be eligible an employee must not have received an "unsatisfactory" in any criterion or overall performance on his/her Final Evaluation Report (Article 10.5)

- ***Probation*** - continuing contract employee whose services have been judged "unsatisfactory" based on the Comprehensive Evaluation criteria (Article 9.12)

- ***Continuing Contract Status*** - a second year Provisional employee who receives a summative rating of Proficient(3) or Distinguished(4) may be granted continuing contract status for the subsequent school year (Article 9.6)

- ***Professional Development Based on 8*** Criteria - continuing contract employees who are summative "basic" or "unsatisfactory" and employees new to the profession in Washington State in years four (4) or five(5) would have priority for school business subs for extended professional development activities related to the evaluation.

This agreement is not designed to set precedent for future MOUs.

| EDMONDS EDUCATION ASSOCIATION | EDMONDS SCHOOL DISTRICT NO. 15 |
|---|---|
| /Andrea Nofziger Meadows/ | /Debby L Carter/ |
| For the Association | For the District |
| 2/19/2020 | 2/18/2020 |
| Date | Date |