

MEMORANDUM OF UNDERSTANDING
between the
ISSAQUAH EDUCATION ASSOCIATION
and the
ISSAQUAH SCHOOL DISTRICT
Opening a New School

Opening a New School:

While the model for the new high school is not entirely defined, it is clear that it will not be a replica of the comprehensive high school programming defined by the state and currently operating in our three comprehensive high schools. Therefore, it is the District's intent to hire the core team starting in Spring of 2026 to allow for time between their meeting to gather constituent feedback and/or seek proper approvals or waivers from the bodies that govern school districts in advance of a Fall 2027 launch. These might include the School Board, OSPI or the State Board of Education, for example.

Additionally, the District acknowledges the facility will be unique in its emphasis on career embedded and other experiences that facilitate the application of student learning. Therefore, a typical school library is not planned. To that end, the District seeks to have seven certificated staff from a cross section of endorsement areas, rather than dedicating one spot to a librarian-only endorsed staffer. Teacher librarians with more than one endorsement will still be considered if they choose to apply to be one of the seven certificated staff on the core team.

Section 7.10: Opening a New School

B. Core Team

A Core Team will be composed of community members and certificated staff. It will be the intent to assign staff to each new school by ~~December 31~~ June 18, 2026 of the year preceding the opening of the building(s).

Certificated staff (Core staff) shall be represented on the core team as follows:

1. Elementary Building: (6 total members) Four (4) teachers, including a primary and an intermediate teacher, a teacher with special education and/or Title experience, and a teacher-librarian.
2. Secondary Building: (8 total members) ~~Six (6)~~ Seven (7) teachers representing a cross section of the curriculum, and a counselor. ~~and a teacher-librarian.~~

D. Selection of Core Staff

1. A team of administrative and certificated staff shall recommend Core staff members who are committed to the development, planning, and implementation of the statement of direction for the school.

2. This selection team shall be composed of the new principal, the appropriate District administrator, and two (2) staff members named by the IEA president.

3. The selection team shall use an application and interview process with applicants who apply to the Human Resources Department. It is anticipated that applicants will apply ~~between Nov. 1 and 15~~ in May.

4. A separate application must be completed for each building in which a staff member is applying for a core staff position. The applications will include the following information:

a. Name, date, current building, and new building.

b. Certificated experiences that pertain to the building's statement of direction: include references to effective participation on a team, curricular innovations, effective use of varied teaching strategies, and rapport with students as appropriate.

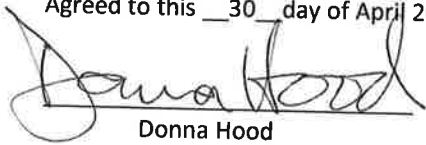
c. Leadership experiences that may include, but are not limited to, District, building, community, co-curricular, and Association activities.

- d. A statement of why the applicant wants to be a core staff member.
- e. An idea that the applicant would like to see implemented in the new building.
- f. What contribution the applicant will make to a new school.
- g. The requested teaching/staff assignment: 1st choice, 2nd choice, and 3rd choice

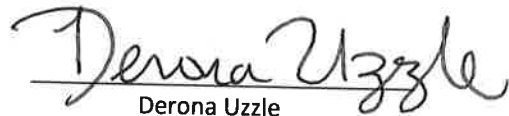
F. Compensation for Core Team

1. Each Core staff member will receive a stipend of \$1,800 for the period the Core Team is active.
2. In addition to this stipend, each Core staff member may be released up to ~~five (5)~~ eight (8) days for planning purposes or compensated for up to ~~five (5)~~ eight (8) days at the discretion of the planning principal. One (1) of the release days will be taken in June 2026.
3. Time spent in planning will be commensurate with the stipend.

Agreed to this 30 day of April 2026. This MOU will sunset on Aug. 26, 2027.



Donna Hood
Assistant Superintendent of Human Resources



Derona Uzzle
IEA President