

**MEMORANDUM OF UNDERSTANDING between the
ISSAQUAH EDUCATION ASSOCIATION and the
ISSAQUAH SCHOOL DISTRICT regarding August Hiring Timelines**

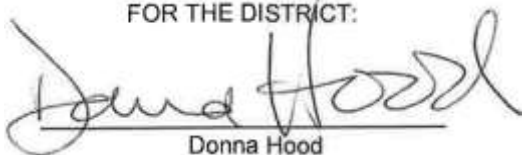
The following Memorandum of Understanding is made and entered into between the Issaquah School District and the Issaquah Education Association to facilitate the timely hiring of staff new to the district and their access to the days of professional learning available before students arrive as well as their access to important events like Meet the Teacher.

Position Posting Positions that are not filled by reassignments, recall from reductions in force, or District-initiated transfers-excessing will be posted and shall remain open for at least seven (7) calendar days. **The parties agree that between August 1 and the first day of school, this seven-day period may be reduced following consultation between ISD Human Resources and the Association.** Posting will be distributed to the Association and to staff electronically on a weekly basis to their District email accounts during the weeks that vacant positions exist. When open to applicants from outside the District, all positions shall be posted with representative agencies within the university and college sectors and with local, county, and state employment agencies.

This MOU will sunset August 31, 2028. The bargainers will discuss inclusion in the next Collective Bargaining Agreement.

Agreed to this 13 day of August 2026

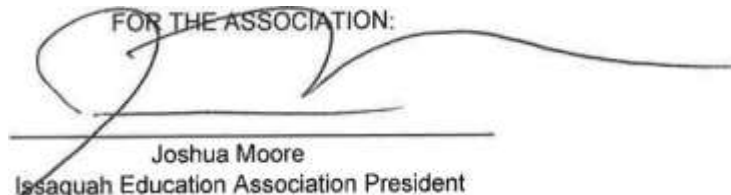
FOR THE DISTRICT:



Donna Hood

Assistant Superintendent of Human Resources

FOR THE ASSOCIATION:



Joshua Moore
Issaquah Education Association President