

**Memorandum of Understanding
Evergreen Education Association
Evergreen Public Schools**

The Evergreen Education Association (EEA) and Evergreen Public Schools (EPS) agree to utilize the following scoring rubric for non-classroom certificated employees, to be inserted as a new section in Article III. Personnel, Section F. Employee Evaluation and Probation Procedures of the Collective Bargaining Agreement.

Comprehensive Scoring for Non-Classroom Certificated Employees

A non-classroom teacher shall receive a performance rating. The overall summative rating is determined by totaling the four (4) criterion-level scores as follows:

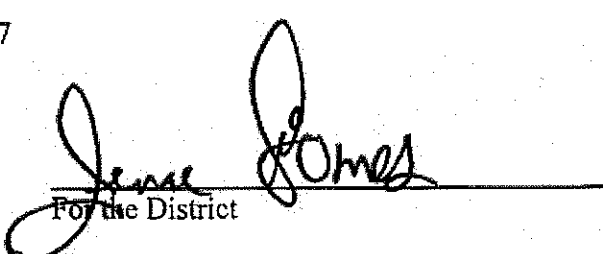
1. 4-7—Unsatisfactory
2. 8-10—Basic
3. 11-14—Proficient
4. 15-16—Distinguished

The non-classroom certificated employees who will be scored using this rubric include:

- HS SPED Coordinators
- Instructional Specialists
- OT-PT
- School Nurses
- School Psychologists
- SLP's
- Teacher Librarians

Signed this date of October 12, 2017


For the Association


For the District