

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

The Evergreen Education Association and the Evergreen School District agree to revise the collective bargaining agreement, effective in the 2019-2020 year, accordingly to confirm with changes made in Washington law during the 2019 Legislative Session:

SECTION F – Employee Evaluation and Probationary Procedures

The Evergreen Education Association (EEA) and the Evergreen Public Schools (EPS) shall continue to work collaboratively to implement a four-tiered rating system for evaluating classroom teachers as stipulated in SB 6696 as follows:

...

3 EVALUATIONS

A comprehensive evaluation must be completed at least once every six years, pursuant to the Washington's teacher evaluation law RCW 28A.405.100. RCW 28A.405.100 (12)(a).

A certificated employee may be transferred from a focused evaluation to a comprehensive summative evaluation at the request of the certificated employee or at the direction of the certificated employees' evaluator. RCW 28A.405.100 (12)(c)(iv). The final decision to transfer a certificated employee from focused to comprehensive rests on the evaluator and must be decided between October 15 and December 15.

The following categories of certificated employees shall receive an annual comprehensive summative evaluation:

- Certificated employees who are provisional employees under RCW 28A.405.220;
- Any certificated employee who received a comprehensive summative evaluation performance rating of level 1 or level 2 in the previous school year. RCW 28A.405.100 (12)(b).

Certificated employees who received a comprehensive summative evaluation performance rating of level 3 or above in the previous school year shall be scheduled for a focused evaluation for up to five years. RCW 28A.405.100 (12)(c)(i).

The certificated employee and evaluator shall agree upon a method of evidence collection that is sufficient and appropriate. Certificated employees may choose to, but shall not be required to, use a specific platform (i.e. 'eVAL' or 'iObservation') or format (i.e. paper portfolio).

It is agreed that evidence will be collected, submitted, and discussed by the evaluator and the evaluatee throughout the year. The evaluator will inform the evaluatee of the due date for the final submission of all artifacts and evidence by March 15th. The due date must be sometime on or after April 15 and no later than May 15. For those employees who will receive an unsatisfactory or a basic evaluation, the evaluation must be completed by May 15. All other evaluations must be completed one week prior to the last day of school.

If the District requires use of a specific technological platform, training and remote technological access shall be provided.

Student standardized assessments shall not be used punitively in teacher evaluation. Evaluators shall not require the use of any specific assessment for purposes of employee evaluation.

Unsubstantiated allegations shall not be used for evaluation purposes.

A teacher's evaluation may not be negatively impacted if a teacher chooses to use curriculum or instructional materials that address subject matter related to sexual orientation including gender expression or identity as long as the subject matter is age-appropriate and connected to the teacher's content area.

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Signed this date of July 23, 2019



For the Association:

William Beville, President,
Evergreen Education Association



For the District

Jenae Gomes, Chief HR Officer,
Evergreen Public Schools