

Memorandum of Understanding

9.1.2018-8.31.2020 Certificated Contract (“CBA”)
between
Mercer Island Education Association (“Association”)
and
Mercer Island School District (“District”)

Concerning Certificated Evaluation Cycle

By and through this Memorandum of Understanding (“MOU”), the Mercer Island School District (“District”) and Mercer Island Education Association (“Association”) agree that certificated teachers must receive a comprehensive evaluation at least once every six years instead of once every four years. The impetus for this agreement is the statutory change to a six-year cycle for comprehensive evaluation. *See* Revised Code of Washington (“RCW”) [28A.405.100](#).

RCW [28A.405.100](#), provides in pertinent part:

12) Certificated classroom teachers and principals who are required to be on the four-level rating evaluation system must receive annual performance evaluations as provided in this subsection (12).

a) ...

b) (i) **Except as otherwise provided in this subsection (12)(b), classroom teachers and principals must receive a comprehensive performance evaluation at least once every six years.**

(ii) The following types of classroom teachers and principals must receive an annual comprehensive performance evaluation:

(A) A classroom teacher who is a provisional employee under RCW [28A.405.220](#);

(B) A principal in the first three consecutive school years of employment as a principal;

(C) A principal previously employed as a principal by another school district in the state of Washington for three or more consecutive school years and in the first full year as a principal in the school district; and

(D) A classroom teacher or principal who received a comprehensive performance rating of level 1 or level 2 in the previous school year.

c) (i) In the years when a comprehensive performance evaluation is not required, classroom teachers and principals who received a comprehensive performance rating of level 3 or above in their previous comprehensive performance evaluation are required to complete a focused performance evaluation. A focused performance evaluation includes an assessment of one of the eight criteria selected for a performance rating plus professional growth activities specifically linked to the selected criteria.

(emphasis added).

The CBA provides:

All educators must participate in the Comprehensive Evaluation Cycle **at least once every four (4) years**. In the years in which a Comprehensive Evaluation is not required, the educator may participate in a Focused Evaluation (see Section 3.B below).

(CBA Article VIII, §3(A)(2))*(emphasis added)*.

Under this MOU, CBA Article VIII, §3(A)(2) shall now read:

Educators to whom this applies must participate in the Comprehensive Evaluation Cycle at least once every six (6) years. In the years in which a Comprehensive Evaluation is not required, the educator may participate in a Focused Evaluation (*see* Section 3.B below).

All other provisions of the CBA shall remain unchanged.

Because this MOU is being executed after the start of the school year, the parties agree that, for the 2019-20 school year only, the deadline for administrators to inform educators that they will be on a comprehensive evaluation cycle is October 15, 2019. The administrator will document the fact that the educator was informed of his/her evaluation cycle.



Sally Loeser, MIEA President

10/4/19

Date



Donna Colosky, District Superintendent

10/4/19

Date