Memorandum of Understanding
between
Mercer Island Education Association ("MIEA")
and
Mercer Island School District ("District")
Regarding
Evaluation of Staff Transferred within the 2021-22 SY Due to COVID-19

The following will apply to staff who are involuntarily transferred during 2021-22 as part of the District’s response to the COVID-19 pandemic.

**Certificated Employees**
OSPI’s evaluation guidelines for the 21/22 school year provide that schools return to pre-COVID evaluation cycles for certificated staff. The District will adhere to the existing contract language related to involuntary transfers and mid-year transfers. See Certificated CBA at 25, Article 5, Section 4.

- In the 2021-22 school year, educators who are not provisional and who are in years two and beyond who are involuntarily reassigned to a new role will be placed in the Focused cycle and be formally scored using evidence provided during the 2021–22 school year. The educator can be moved to a regular Comprehensive cycle (all 8 criteria) if the evaluator or educator provides notice in writing by December 15.

**Classified Employees**
Classified employees reassigned outside of their job classification after the school year has started as a result of COVID-19-related adjustments shall:

a. not be subject to nonrenewal or probation based on evaluations of their effectiveness in their new classification during the 2021-22 school year; and

b. be given supports to improve performance or be reassigned if rated unsatisfactory in the newly assigned classification.

Nothing in this provision shall change District rights during a new employee’s 90-day probationary period or create an obligation for the District to employ a classified staff member on a Limited Letter of Assignment for the 2022-23 school year.

This is a non-precedent setting Agreement and will expire on August 15, 2022.

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**Donna Colosky** (Oct 4, 2021 09:31 PDT)
Donna Colosky
Superintendent
Oct 4, 2021

**Sally Loeser**
MIEA President
Oct 1, 2021

**Erin C. E. Battersby** (Oct 3, 2021 11:41 PDT)
Erin C. E. Battersby
District Representative
Oct 3, 2021

**Susan Hamp** (Oct 2, 2021 16:17 PDT)
Susan Hamp
MIEA Representative
Oct 2, 2021