MEMORANDUM OF AGREEMENT
BETWEEN
MUKILTEO SCHOOL DISTRICT (“District”)
AND THE
MUKILTEO EDUCATION ASSOCIATION (“MEA”)

Evaluation Changes Due to Coronavirus/COVID-19

As a result of the unprecedented COVID-19 school closure mandated by Governor Inslee, the District and MEA recognize the disruption to many established processes within the district that impact provisions within the 2019-2022 MSD/MEA Collective Bargaining Agreement. Additionally, the parties share an interest in maintaining the health and safety of all members of our Mukilteo School community, and hereby confirm the following agreements.

Evaluation:

The certificated evaluation process described in the 2019-2022 collective bargaining agreement has been compromised due to the mandated school closure. Thus, the parties have agreed to begin the final summative evaluation process now, and as described below. It is understood that some pre-observation and post-observation conferences as well as observations may not have been completed and may not be possible. Our shared goal is to attempt to complete as many evaluation cycles as possible, and to provide opportunities, wherever possible, to enable any educator to obtain a performance rating of satisfactory, proficient or distinguished. Therefore, the parties agree to the following effective March 13 through June 22, 2020.

1. Classroom Teacher Evaluation System (Sections 1-11): The parties agree to abbreviate the evaluation process described in the MEA collective bargaining agreement, as follows:
   a) Focused evaluation:
      i. Evaluators shall assign the most recent comprehensive summative evaluation score.
   b) Comprehensive evaluation:
      i. All classroom teachers with a score of “Proficient” or “Distinguished” as of the last progress review or school closure shall receive a Final Summative Score indicating the same.
ii. Classroom teachers with a score of “Basic” as of the date of the last progress review or school closure shall have the option to receive a Final Summative Score of “Basic” or complete the evaluation process as described in the collective bargaining agreement, including the submission of additional evidence aligned to the 5D+ rubric using any format that they have utilized in gathering evidence.

iii. Classroom teachers described in ii) who are not able to provide evidence or otherwise complete the evaluation process will have a letter describing extenuating circumstances placed in their personnel file and no final evaluation rating will be given. In these cases, the 2019-20 school year will not be counted as a year in cases where multi-year time periods are referenced such as in Section 6.G. Remediation of Deficiencies.

2. ESA and Non-Classroom Teacher Evaluation System – Summative and Formative (Section 12-18): The parties agree to abbreviate the evaluation process described in the MEA collective bargaining agreement, as follows:

   a) All ESA and non-classroom teachers shall receive a Satisfactory rating or in the cases of short form and Professional Growth Option participants those employees will have their final evaluation documented and completed accordingly.

   b) In extenuating circumstances, the District and Association representatives will determine the appropriate course of action for ESA and non-classroom teachers who are not able to provide evidence or otherwise complete the evaluation process.

Unless otherwise noted within this agreement, all other provisions of Article X Evaluation are in full effect.

Dated this 17th day of April 2020.

Bruce Hobert
Asst Superintendent

Dana Wiebe
MEA President