

Memorandum of Understanding
Between the
Bellevue Education Association
And the
Bellevue School District
Regarding the
Development and Implementation of an Evaluation Pilot

After the passage of SB 6696, the Bellevue Education Association (BEA) and the District entered into an agreement to participate in the state-wide pilot process. While not selected by the state as one of the pilot districts, a group of BEA members and administrators have continued to meet and discuss the development of a new evaluation system. According to the current legislative timeline, this four-tier evaluation system must be implemented for all classroom teachers and principals in the 2013-14 school year. This Memorandum formally establishes a joint BEA/BSD negotiations sub-committee to thoroughly investigate existing frameworks and evaluation systems being piloted in other districts, with the intent of developing an evaluation system appropriate for Bellevue.

The July 2011 Teacher and Principal Evaluation Pilot (TPEP) report to the Legislature provides an opportunity to apply for a TPEP Implementation Consortium Grant. Both parties acknowledge that Bellevue will have more influence on the direction of the state evaluation requirements if the BEA and the District were officially part of this Implementation Consortium. Both parties agree that proceeding with this work in a collaborative manner is more likely to produce a system that is focused on reflective practice, self-assessment, and professional development that is relevant and improves student learning.

Therefore, the parties agree to the following:

1. A joint District /BEA negotiations committee on evaluations shall be maintained to develop an evaluation system to be implemented in the 2013-2014 school year.
2. The District and the BEA agree to jointly apply for a TPEP Implementation Consortium Grant. Should the District and the BEA not be awarded the grant, the parties agree to jointly fund an amount equivalent to the grant to join an ESD Consortium to benefit from the research and work of the state evaluation revision effort for teachers and principals.
3. This Memorandum of Understanding (MOU) shall not be deemed to establish a precedent that requires the District to bargain with BEA on future grant applications.
4. As action plans or program options to implement what is required by the TPEP Implementation Consortium Grant are developed, the District and BEA will jointly consider what impact those plans or programs have on the current Collective Bargaining Agreement or mandatory subjects of bargaining such as wages, hours, and terms and conditions of employment. The parties acknowledge that this agreement is not intended to expand the rights or obligations of either party under state law, but merely to reiterate the parties' mutual obligation to bargain as provided by state law.
5. The parties agree to meet any timelines required by the TPEP Implementation Consortium Grant to maintain eligibility.

6. The parties will jointly communicate the outcome of any bargaining that occurs under this MOU.
7. For the joint committee to accomplish its task, release time for certificated staff will be provided.
8. During the 2011-2012 school year, the joint committee will review its work, align with the emerging required elements of the state evaluation model, learn from and contribute to the body of research and experience that will inform the new state evaluation system, determine the specifications, and facilitate the training needed to pilot the system in 2012-2013.
9. During the 2012-2013 school year, the joint committee will oversee the piloting effort, collect data and information on the tools and procedures, contribute to and learn from the body of research and experience that will inform the new state evaluation system, and make recommendations to the full negotiations team no later than March 29, 2013.
10. The association and the district will subsequently form similar committees to develop four-tier evaluation systems for other categories of certificated employees beginning in 2013. If any of these other categories of certificated employees wish to proceed with pilots prior to 2013-2014, they will be invited to follow the procedures developed by the joint committee while piloting their unique four-tier evaluation tool.

FOR THE DISTRICT:

FOR THE ASSOCIATION:

Ricardo Cruz
Assistant Superintendent
Human Resources/Employee Relations

Michele Miller
B.E.A. President

Date: _____

Date: _____