

LETTER OF AGREEMENT

Between

SHORELINE SCHOOL DISTRICT NO. 412 and SHORELINE EDUCATION ASSOCIATION

EVALUATION OF CERTIFICATED STAFF WHO ARE CONTRACTED FOR BOTH CLASSROOM TEACHING AND NON-CLASSROOM TEACHING ASSIGNMENTS

This LETTER OF AGREEMENT regarding EVALUATION OF CERTIFICATED STAFF WHO ARE CONTRACTED FOR BOTH CLASSROOM TEACHING AND NON-CLASSROOM TEACHING ASSIGNMENTS is effective September 1, 2018 through August 31, 2019, and is supplemental to the 2018-2021 Collective Bargaining Agreement (CBA) between Shoreline Education Association (SEA) and Shoreline School District No. 412 (District).

WHEREAS, Article 26a.2 of the CBA states "Classroom teachers shall be evaluated using the Danielson Framework for Teaching and the Washington State Criteria."; and

WHEREAS, Article 26a.3 of the CBA states "A 'classroom teacher' is a certificated employee who provides academically focused instruction to students and holds a teaching certificate identified in the law. The District and Association shall consult on a case-by-case basis regarding any employee for which it is unclear whether the employee's position fits this definition."; and

WHEREAS, a question has arisen as to whether the definition in 26a.3 includes an employee whose assignment is split between duties that fit the definition of "classroom teacher" and duties that do not; and

WHEREAS, OSPI has provided the following guidance regarding the evaluation of employees with split assignments: "An employee should be evaluated in their main role as defined in their contract or job description. If their secondary role is teaching, use the district's selected instructional framework to give feedback for growth purposes.";

NOW THEREFORE, SEA and the District agree to the following for the 2018-2019 school year:

- 1) Employees with split assignments whose primary (majority) assignment is classroom instruction shall be evaluated using the Danielson Framework for Teaching and the Washington State Criteria.
- 2) Employees with split assignments whose primary (majority) assignment is not classroom instruction will have the option to be evaluated using the evaluation system described in Article 26 of the CBA, and receive feedback on the classroom instruction portion of their assignment using the Danielson Framework for Teaching and the Washington State Criteria.
- 3) Evaluators shall not score the feedback based on the Danielson Framework and Washington State Criteria provided to employees whose primary assignment is not classroom instruction.
- 4) The Parties shall refer this matter to the Joint Evaluation Committee and request a recommendation on how to evaluate teachers in such split assignments after the 2018-2019 school year.

SHORELINE EDUCATION ASSOCIATION

SHORELINE SCHOOL DISTRICT NO. 412

  
For the Association

  
For the District

Date

Date

  
For the Association

  
For the District

Date

Date