

MEMORANDUM OF UNDERSTANDING
By and Between
LYNDEN SCHOOL DISTRICT AND LYNDEN EDUCATION ASSOCIATION

COVID-19 Teacher Evaluation 2019-2020

This Memorandum of Understanding is entered into by and between the Lynden School District and the Lynden Education Association for the purpose of amending the TPEP evaluation process as a result of COVID-19 and the subsequent school closure for the remainder of the 2019-2020 school year.

Whereas both parties are committed to honoring work that has already been done by the evaluatee and the evaluator to provide/substantiate evidence; and,

Whereas the opportunities for providing/substantiating evidence in the usual ways have been restricted, and that with this, the absence of evidence for a particular indicator, component, or student growth component should not be cause for lowering a score.

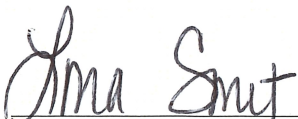
The parties agree to the following:

Consistent with OSPI guidelines set out in March 2020 the following guidelines will be used to complete the 2019-2020 certificated staff evaluation process:

- Evaluatees whose evidence demonstrates a “Proficient” or “Distinguished” rating at the date of school closure or most recent date of progress review will have their ratings moved to a final summative score.
- Evaluatees with zero to five years’ experience whose evidence indicates a rating of “Basic” at the date of school closure or most recent date of progress review will have their ratings moved to a “Basic” rating for the final summative score.
- Evaluatees with more than five years’ experience whose evidence indicates a score of “Basic” at the date of school closure or most recent date of progress review will be handled on a case-by-case basis.
- Evaluatees at any level of experience whose evidence indicates a score of “Unsatisfactory” at the date of school closure or most recent date of progress review will be handled locally on a case-by-case basis.
- Evaluatees on probation or plan of improvement will be handled locally on case-by-case basis.
- Evaluatees on a focused evaluation will retain their score for a final summative evaluation.

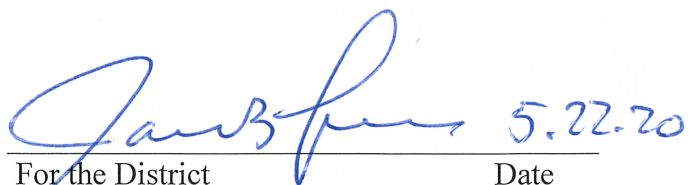
Evaluations will be completed using the form titled *Lynden School District Teacher Evaluation 2019-2020 Amended Summative Evaluation Report*.

This MOU shall remain in effect for the remainder of the 2019-20 school year. All other provisions of the collective bargaining agreement shall remain full effect. This MOU is not precedent-setting and is intended to address the specific and unprecedented health emergency presented by COVID-19.



For the Association

Date



For the District

Date