

Tentative MOU
Between
The La Conner Education Association
And
La Conner School District

For the 2020-21 school year, the La Conner School District is planning a sustainable and flexible online/remote-only instructional model. There are also potential stages for in-person/online hybrid models that would allow education to pivot at any time between remote, hybrid and in-person learning. These stages will be determined by the impacts of a changing health situation, available resources, and direction from OSPI, our Governor and the Skagit County Public Health Department. As the public health situation continues to evolve, the district and LEA will continue to work together to renegotiate these models. Our model of reopening schools, including all potential hybrid learning models, will prioritize the health and safety of our students, staff, and entire district-community, positive and justice-driven educational outcomes, the social-emotional needs of students and staff, and thoughtful financial stewardship.

Evaluation:

For the 20-21 school year the following adjustments are suggested:

- In regard to following contractual language, Appendix D will be followed.
- Since the mode of teaching and leading has changed dramatically a formative stance to the evaluation stance seems most prudent.
 1. Teacher's scheduled for focused evaluation shall proceed with this process.
 2. Teachers who are scheduled for comprehensive evaluation and have two years and beyond shall decide on two criteria to be formally scored using evidence provided during the 20-21 school year. The remaining six criteria assigned a score received in the most recent Comprehensive Evaluation
 3. Teachers in their first year of teaching determine two criteria to be formally scored using evidence from the 20-21 school year with the remaining criteria being scored as basic
 4. Those teachers who have experience from another District in the State of Washington refer to section 2.

The district will maintain the updated list and share with the LEA and principals.

Leaves:

All leave requests will be processed through the building principal. In the event of an employee contracting COVID 19, all attempts will be made to allow them to continue instruction from their home. If an employee is unable to perform their duties they will

notify the principal and Human Resources Department and a plan will be developed regarding appropriate leave options.

Performance of Duties:

Last spring, by our Governor's decree, all buildings were closed to employees except for essential workers. The district would encourage certificated and support personnel to use their classrooms when the staff deem it safe for them to do so. However, this is not a district requirement. Each employee has individual circumstances that require flexibility and support from the District. The District will follow current safety and health guidelines as defined by the CDC and State Health Officials in order to keep our staff safe. The District requests that staff maintain communication with their supervisors so that a safety protocol can be developed based on current needs.

ADOPTED, this 28th day of September, 2020.

BOARD OF DIRECTORS:

Susie Deyo, Chairman

Lynette Cram, Vice Chairman

John Agen, Director

Amanda Bourgeois, Director

Jeremy Wilbur, Director

Attested to: _____

Rich Stewart, Superintendent and Secretary to the Board