

**Memorandum of Agreement  
Between  
Northwest Regional ESD  
And  
Northwest Educators Association**

This Memorandum of Agreement is entered into by and between the Northwest Regional ESD ("NWRES D") and the Northwest Regional Education Association (NWEA).

**RECITALS**

The parties' intention with this Memorandum of Agreement ("MOA") is modify the timeline and due date of final summative evaluations for probationary licensed employees to further professional growth and development.


**TERMS OF MEMORANDUM OF AGREEMENT**

The parties acknowledge and agree to the following provisions:

1. Both the ESD and NWEA have an interest in reinforcing and encouraging professional growth for all licensed employees;
2. Both parties agree that the current evaluation timeline requiring final summative evaluations to be completed no later than March 1 of each year provides limited opportunities for evaluators to consider the full breadth of work of probationary employees;
3. Both parties agree to modify the due date of the final summative evaluation for probationary licensed employees to May 31 of each evaluation year.
4. Evaluation timelines for contract licensed staff, regardless of whether they are on a formative or summative evaluation year remain unchanged.
5. This will be considered a pilot year for the change in due dates. The ESD and NWEA will, at its June 2024 Labor Management Committee Meeting, decide whether to revert back to the original date; or permanently modify the date moving forward, beginning with the 2024-2025 school year.
6. Any provisions of the parties' CBA not expressly modified by this MOA shall remain in full force and effect.
7. This MOA shall become effective upon signature of both of the parties.

<p><small>Signed by:</small>    <hr style="border: 0; border-top: 1px solid black; margin-top: 5px;"/> <small>3E19D00A7398402...</small></p>	<p style="text-align: center;">8/15/2024</p> <hr style="border: 0; border-top: 1px solid black; margin-top: 5px;"/> <p style="text-align: center;">Date</p>
<p>For NWEA Co-President</p>	

<p><small>Signed by:</small>    <hr style="border: 0; border-top: 1px solid black; margin-top: 5px;"/> <small>70474D14E2B4404...</small></p>	<p style="text-align: center;">8/15/2024</p> <hr style="border: 0; border-top: 1px solid black; margin-top: 5px;"/> <p style="text-align: center;">Date</p>
<p>For NWEA Co-President</p>	

<p><small>DocuSigned by:</small>    <hr style="border: 0; border-top: 1px solid black; margin-top: 5px;"/> <small>F0B387EB2A66488...</small></p>	<p style="text-align: center;">8/20/2024</p> <hr style="border: 0; border-top: 1px solid black; margin-top: 5px;"/> <p style="text-align: center;">Date</p>
<p>For Northwest Regional ESD</p>	