MEMORANDUM OF AGREEMENT
between the
International Union of Operating Engineers Local 302
and the
BELLEVUE SCHOOL DISTRICT:
Regarding
Evaluation Timelines for Custodial Employees

The Union and District agree to the following timeline changes for employee evaluation from Article 27, Section 1.

- 27.1.1 shall be suspended for the school year, 2018-2019. The evaluation for employees covered under this contract and completed during the 2017-2018 school year shall be considered as the current evaluation.
- For the 2019-2020 school year, all evaluations for regular employees shall be completed no later than Aug. 31, 2020.
- Evaluations shall be done on a staggered basis as outlined in the table below:

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<td>Sherwood</td>
<td>Clyde Hill</td>
<td>Jing Mei</td>
<td>Newport</td>
<td>Cherry</td>
<td>Ardmore</td>
<td>Puesta del Sol</td>
<td>Remaining Team members</td>
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<td>Lake Hills</td>
<td>Heights</td>
<td>Crest</td>
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<td>Big Picture</td>
<td>International</td>
<td>ESC</td>
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All other provisions in Article 27 remain. The Union and District shall review the changes in timelines through Labor/Management to determine impact for the 2020-2021 school year.

FOR BELLEVUE SCHOOL DISTRICT
NO. 405

[Signature]

Jeff Thomas
Assistant Superintendent of Human Resources

7/ 25/ 19

Date

FOR INTERNATIONAL UNION OF
OPERATING ENGINEERS, LOCAL NO. 302

[Signature]

Margie Englund
Business Representative

[Signature]

Date