

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

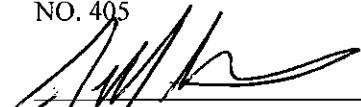
The Union and District agree to the following timeline changes for employee evaluation from Article 27, Section 1.

- 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:

October 2019	November 2019	January 2020	February 2020	March 2020	April 2020	May 2020	June – August 2020
Sherwood Somerset Spirtridge	Clyde Hill Eastgate	Jing Mei Lake Hills Medina	Newport Heights Stevenson	Cherry Crest Wilburton	Ardmore Bennett Phantom Lake	Puesta del Sol Woodridge Enatai	Remaining Team members
	Tillicum Tyee	Big Picture	International	ESC	Chinook Highland	Odle	
Newport HS		Bellevue HS	Sammamish HS	Interlake HS			

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




Jeff Thomas
Assistant Superintendent of Human Resources

7/25/19

Date

FOR INTERNATIONAL UNION OF
OPERATING ENGINEERS, LOCAL NO. 302



Margie Englund
Business Representative

7-21-19

Date