

Letter of Agreement  
Between  
Federal Way Public Schools  
And  
Federal Way Education Association  
August 23, 2019

FWEA and FWPS have reached an agreement to amend Article 5 of our Collective Bargaining Agreement (CBA) in alignment with the values expressed in Article 5.1 and recent changes in state law.

The parties agree that the following changes to Article 5 will take effect immediately and be in force through the duration of the current CBA. For clarity, changes have been added in **blue**:

- 5.2.A.2. All continuing certificated staff members will be evaluated using the Comprehensive Evaluation Process at least once every ~~four~~ **six** years.
  
- 5.2.D Every certificated staff member participates in two inquiry cycles per year consisting of Self-Assessment, Determining an Area of Focus, Implementation and Support, and Analysis of Impact (see Appendices B and C). During the year, the staff member will meet with the assigned evaluator at least ~~three~~ **four** times as part of the evaluation process.
  
- 5.2.D.3.b Comprehensive Evaluation – ~~six~~ **four** observations/feedback visits at minimum (~~three~~ **two** in each cycle – at least one 30 minute observation must occur per year; the remaining **required** observations/feedback visits must be at least 15 minutes). **The total observation time for the school year must not be less than 90 minutes. For example, a staff member may be observed four times, once for 30 minutes, three times for 20 minutes; or twice for 30 minutes, and twice for 15 minutes, etc.**
  
- 5.2.D.3.f and 5.2.D.4.d are amended as follows:  
**A brief collaborative dialogue will be held within a week of the 30 minute observation to debrief noticings, wonderings, and feedback. The conversation is expected to be**

**approximately 15 minutes and will be scheduled by administration at a mutually agreeable time. This conversation replaces written response to wonderings, noticing, and feedback.**

**For the remaining required observations, staff will respond to noticings, wonderings, and feedback, either verbally or in writing within one week of receiving written feedback.**

~~While not required, staff members have the right to debrief the noticings and wonderings or scripting of an observation with their evaluator.~~

This agreement exclusively makes the indicated changes to Article 5 and does not impact any other portions of the collective bargaining agreement.

In addition to the above amendments, the parties understand and agree that according to Substitute Senate Bill 5689, "A teacher's evaluation under RCW 28A.405.100 may not be negatively impacted if a teacher chooses to use curriculum or instructional materials that address subject matter related to sexual orientation including gender expression or identity so long as the subject matter is age-appropriate and connected to the teacher's content area." The parties believe that this is in alignment with the truths proclaimed in the preamble of our CBA that, "We value the unique and diverse perspectives, experiences, and cultural identities of our staff, students, and community." The parties agree and understand that school district policies regarding instructional and supplemental materials must still be followed.

  
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For Federal Way Education Association

9/5/2019  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
For Federal Way Public Schools

9/6/2019  
\_\_\_\_\_  
Date