Letter of Agreement between the Vashon Island School District and the Vashon Education Association

Due to shortages in high-needs instructional areas the Vashon Island School District and the Vashon Education Association agree to the following:

No later than August 15 of each year the Superintendent will consult with the Association and determine which (if any) endorsements will be designated as “high-need” for the upcoming school year. Current certified staff who at the district’s request are willing to pursue a program to add the high-need endorsement, and are identified as otherwise qualified, may be granted up to $5000 per year as a conditional loan by the district to support acquisition of said endorsement. The selected teacher(s) and the union further agree that upon receiving the endorsement the selected teacher(s) shall work for the District for a period of three years under one year contracts that include not less than .2 FTE assigned to the designated endorsement area. If a selected teacher voluntarily ends employment prior to the completion of three years assigned in the new endorsement area, he or she shall repay the District’s loan on a pro-rated basis calculated on the difference between total number of student days per year over the agreed upon three years and the number of work days prior to the effective date of the resignation (e.g. a resignation after one full year requires repayment of 2/3 of the total loan amount). A teacher who loses their position through a reduction in force or through involuntary transfer will not be subject to loan repayment. If more than one qualified teacher applies, the negotiated internal selection process will be followed. Teachers on a plan of improvement or those who received a score of basic or unsatisfactory on their most recent evaluation will not be eligible for the conditional loan.

For the 2017-2018 school year, the parties understand that the only area identified as high need is Special Education and that three individuals have been selected as eligible candidates for the conditional loan process.

Michael Soltman, Superintendent

Glenda Berliner, VEA Co-President

Sarah Hamill, VEA Co-President