

MEMORANDUM OF AGREEMENT BETWEEN THE WEST VALLEY SCHOOL DISTRICT AND THE WEST VALLEY EDUCATION ASSOCIATION

It is understood and mutually agreed upon that all the departments of West Valley School District endeavor to employ highly qualified people for all certificated positions.

The District and Association recognizes that in some circumstances there may be a lack of qualified individuals for open positions.

The District and Association agree that according to current contract language, the following pertains to qualified employee:

Article I: ADMINISTRATION

SECTION 7. ASSIGNMENT, VACANCIES, AND TRANSFER

A. Definitions

- 7. Qualified: A person will be considered qualified if by experience, credentials and characteristics s/he conforms to the posted qualifications for the position.*

C. Assignment

- 1. To assure that students are taught by employees working within their areas of competence, employees shall not be assigned, except in accordance with the regulations of the State Board of Education, to subjects, grades and/or other classes outside of their teaching certificates and/or their major or minor fields of study or qualification in specialty areas, unless the provisions of RIF require otherwise.*

D. Voluntary Transfer

2d. Said notice of vacancy /opening shall clearly set forth the qualifications for the position and the procedures for applying.

2e. All vacancies /openings shall be filled on the basis of posted qualifications for the position. In cases where qualifications are substantially equal, the more senior employee will be selected.

The Association understands that under some circumstances non-qualified or under-qualified individuals may be hired by the District to ensure services can be rendered to our students.

In the event a non-qualified or under-qualified individual is hired the District and Association agree the following actions must be taken:

Current WV Teacher: Endorsement Addition to Current Certificate, when State or funding source requires specific endorsement(s):

- Employee must be seeking required endorsement to retain the assignment.
 - The District and the Association agree that the employee must provide proof of being enrolled in a program and provide a completion date. Completion date must be mutually agreed upon by the District, the Association and the employee.
 - The District and Association agree one extension (no more than 30 days) may be granted to the employee and these will be granted on a case-by-case basis.
 - The District and Association agree that if the employee does not complete required classes within the prescribed time, the District will enact separation proceedings.

Employment with a Conditional Certificate:

- Prior to job offer, candidate must provide proof of enrollment and working towards WA State Teaching certification.

2. To retain the position, the District and the Association agree that the candidate must provide a graduation date. (Gradation date must fall within the parameters set forth below (3).
3. The District and Association agree that no more than two extensions may be granted to the employee and extensions will be granted on a case-by-case basis.
4. The District and Association agree that if the employee does not obtain their WA State Teaching Certificate within the prescribed time, the District will enact separation proceedings.

This Memorandum of Agreement shall be in effect for the 2023-2024 school year.

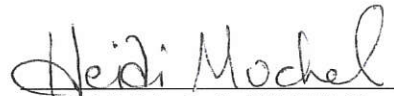
DATED this 17TH day of AUGUST 2023.

WEST VALLEY SCHOOL DISTRICT

WEST VALLEY EDUCATION ASSOCIATION



Dr. Peter Finch, Superintendent



Heidi Mochel, WVEA President