

DLD Approval Criteria H 2: New instructors are given extra support in their first year of instruction to ensure their effectiveness and success.

Screenshot: Negotiated Collective Bargaining Agreement (CBA) Section 9.11 - Teacher Assistance

1. Participation by mentor, beginning, or experienced teachers is voluntary.
2. The committee will develop appropriate selection criteria.
3. Released time from normal instructional duties will be made available to the mentor and mentee employee.
4. The District will not be obligated to expend any funds beyond those specifically provided for by the State.

B. New Teacher Assistance

1. No teacher in his/her first year in the profession will be involuntarily assigned more than two (2) course preparations (6-12) or a split class (K-5).
2. The regular classroom/instructional site of a teacher in his/her first year in the profession will be made available during his/her preparation period of time. Any such teacher will be assigned a single instructional site within a building for his/her classroom instruction of all assigned students, except for teachers with multiple subjects that require specialized learning stations. He/she will have one of his/her instructional rooms available for use during the preparation period. Exceptions may be made for buildings undergoing construction/renovation, provided that the District will minimize the disruption for these first-year teachers.
3. A teacher identified as a provisional status employee in accordance with the state statute shall not have his/her contract non-renewed unless first receiving notice and assistance in accordance with the evaluation provisions of Article 10.00. A teacher who has completed at least one full continuous school year (starting no later than October 1) with the Everett School District on a non-continuing contract shall not be considered a provisional status employee in the Everett School District for more than one school year.
4. An employee new to the profession, at his/her option, shall be granted up to three (3) days released time to be scheduled at the employee's discretion for individual planning, observations or work with the employee's mentor.

~~SECTION 9.12 - CONTRACT WAIVER~~

The District and Association may agree to waive specific provisions of this Agreement in accordance with the following:

- A. Requests from a school or work site must be submitted on the Contract Waiver Request Form. The completed form must be submitted to the Superintendent and the Association President concurrently and will be granted only if both the District and Association approve such request in accordance with the provisions of this Section.
- B. A contract waiver request must include the following: