

**Memorandum of Agreement  
between the  
Kenai Peninsula Borough School District  
and  
Kenai Peninsula Educational Support Association**

**Classified Employee Evaluations 2020-2021**

The Kenai Peninsula Borough School District (“District” or “KPBSD”) and the Kenai Peninsula Educational Support Association (“KPESA”), in response to the State of Alaska’s declared state of emergency and uncertainty related the mode of instruction at the District during the COVID-19 pandemic, and in an effort to limit disruptions to District operations and student instruction, the Parties agree to the following regarding the evaluation of classified employees for the 2020-2021 contract year.

**Acknowledgments**

- A. The evaluation of classified employees is subject to Board Policy 4215 and the District’s Classified Employee Evaluation System.

**Terms**

In light of the above acknowledgments, and in mutual desire to provide certainty to classified employees regarding the 2020-2021 evaluations, the Parties agree as follows:

**2020-2021 Classified Employee Evaluations**

1. KPBSD will discontinue further evaluative efforts to complete 2020-2021 evaluations of non-probationary classified employees. KPESA agrees on behalf of its members that contractual obligations for those evaluations are waived. As a result, KPBSD and KPESA recognize and agree that non-probationary classified employees will not have 2020-2021 completed evaluations. It is the intent of the Parties that those evaluations will *not* be completed at a later date so that all efforts can be focused on student instructional and District needs.
2. Non-probationary classified employees shall have a memo in their 201 file noting that due to the 2020 COVID-19 pandemic, evaluation efforts to complete the 2020-2021 evaluations of non-probationary classified employees have been discontinued.
3. Non-probationary classified employees who did not meet with the District performance standards in their most recent evaluation may be placed on a plan of improvement during the 2020-2021 school year, in accordance the KPBSD Classified Employee Evaluation System.
4. This agreement does not apply to probationary classified employees. Probationary classified employees shall be evaluated in accordance with Board Policy 4215 and the District’s Classified Employee Evaluation System.
5. This suspension of evaluations does not modify the right of a supervisor to otherwise observe, document, or counsel any classified employee regarding performance and conduct.

6. Nothing in this Agreement modifies or limits the right of KPBSD to lay-off, discipline, or terminate classified employees in accordance with law and the Negotiated Agreement between the District and KPESA.

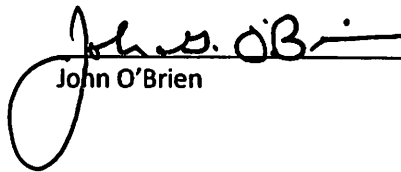
Additional Provisions

7. The Parties agree that this MOA reflects their mutual and best efforts to address evaluatory obligations set forth in Board Policy 4215 and the District's Classified Employee Evaluation System while prioritizing student instructional needs, employee rights, and the health and safety of students, staff, and the community.
8. This agreement is non-precedent setting and shall not continue beyond the 2020-2021 school year.

The provisions of this agreement, unless otherwise stated, shall be effective on date the signatures set forth below.

Entered into this \_\_ day of September, 2020.

KENAI PENINSULA BOROUGH  
SCHOOL DISTRICT:

 9.27.20  
John O'Brien Date

KENAI PENINSULA  
EDUCATIONAL SUPPORT ASSOCIATION:

 9/28/20  
Anne McCabe Date