

SIDE LETTER AGREEMENT BETWEEN EVERGREEN SCHOOL DISTRICT
AND EVERGREEN TEACHERS ASSOCIATION

PARTICIPATIVE DECISION-MAKING

October 25, 2007

The purpose of this Sideletter Agreement is to memorialize the consensus of the District and the Association as expressed during negotiations over the successor Agreement commencing with the 2007-2008 school year. Accordingly, the parties agree as follows:

1. It is the best interest of students for all school staffs to function within a participative decision-making model in which members of the bargaining unit are involved in the improvement of the instructional program.
2. To this end, the parties endorse the formation and effective functioning of Leadership Teams for the purpose of consulting with site administration in participative decision-making.
3. The parties agree that Leadership Teams should play a role at the site level in the following areas:
 - a. Revision, development or improvement of site practices.
 - b. Facilitation of effective communication and collaboration at the site, both among unit members and site administration.
 - c. Meaningful input regarding the content and focus of professional development activities.
4. The parties acknowledge and agree that in order to adapt to the unique characteristics and practices of each school site, the actual implementation of participative decision-making models will vary by site.
5. The Leadership Team shall act in a consultative capacity to site administration. In this context, the parties agree that, while site administration retains ultimate decision-making authority and accountability for decisions affecting the site, "consultation" shall be defined as follows:

"Consultation" as used in this Sideletter means participation in identifying and analyzing alternative solutions to problems for the purpose of influencing decision-making.