

# MEMORANDUM OF AGREEMENT

This Agreement entered into this 22 day of February, 2019, by and between the Board of Trustees, School Districts No. 1 and 4, Livingston, Montana, herein after called the "Board" or "District" and the Livingston Education Association, hereinafter called the "Association" or "LEA".

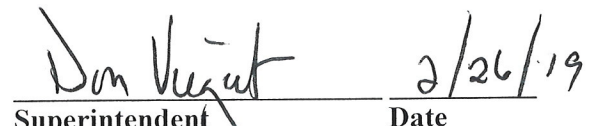
1. At a minimum, one observation and written evaluation shall be made for all tenured teachers during a three-year period of employment. In the intervening years evaluations are not conducted, it is understood by the administration and teacher that their performance is at a satisfactory level. All evaluations must be submitted to the Superintendent prior to June 1.
2. This Agreement will only pertain to the Language in Article VI, 6. EVALUATION PROCEDURE FOR TENURED TEACHERS, all other evaluation language in Article VI will remain unchanged.
3. A committee consisting of members of the Association, and the District administration shall continue to review and discuss contract language located in Article VI-Staff Evaluation of the collective bargaining agreement. The committee shall meet until both parties reach an agreement with regard to staff evaluation. The contract language changes will then be voted upon by both the District and the Association.

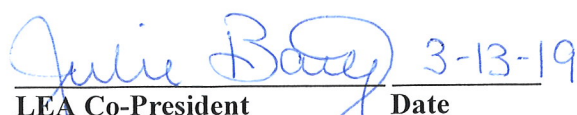
IN WITNESS WHEREOF, the parties hereunto set their hands and seals this 22 day of February, 2019.


THE LIVINGSTON EDUCATION ASSOCIATION

SCHOOL DISTRICTS NO. 1 & 4,  
LIVINGSTON, MONTANA

  
LEA Co-President                      Date                      2/21/19

  
Superintendent                      Date                      2/26/19

  
LEA Co-President                      Date                      3-13-19

  
District Clerk                      Date                      2/26/19