



MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by the **GOVERNING BOARD OF THE HAMILTON COUNTY EDUCATIONAL SERVICE CENTER** ("Board") and the **HAMILTON COUNTY EDUCATION ASSOCIATION** ("Association") for the purpose of creating an Evaluation Review Committee, which shall oversee implementation and modification of the Board-adopted Ohio Teacher Evaluation Policy ("Evaluation Policy").

WHEREAS, the Board and the Association are parties to a Collective Bargaining Agreement, effective from July 1st, 2006 through June 30th, 2014.

WHEREAS, recent changes to Ohio law set forth in House Bill 153 and Senate Bill 316 require a modification to the current teacher performance evaluation system and further require the Board to adopt a standards-based teacher evaluation policy and, thereafter, to include such policy in the Collective Bargaining Agreement between the parties; and

WHEREAS, the Board and the Association wish to enter into a Memorandum of Understanding regarding creation of the ERC beginning in the 2013/2014 school year.

NOW, THEREFORE, BE IT AGREED UPON, by the Board and the Association as follows:

1. **Formation of the Committee**

The Board and Association hereby agree to form an Evaluation Review Committee ("ERC"). The ERC shall periodically review the Board-approved Evaluation Policy and recommend to the Board any proposed modification of the policy. The ERC shall be established by October 1, 2013.

2. **Composition of ERC**

- a. The ERC shall be comprised of three (3) representatives from the Association and three (3) representatives from the administration. The Superintendent or his/her designee shall choose the school administrators who will represent the Board on the ERC, and the Association will choose the teachers who will represent the Association on the Evaluation Committee.
- b. Members of the ERC shall receive, at the Board's expense, training in the state-adopted evaluation framework model, including training to become credentialed evaluators.

- c. The ERC shall be chaired jointly by a bargaining unit and administrative committee member.
 - d. The ERC shall establish, by mutual agreement, a meeting calendar and timeline for completion of the ERC work in compliance with any time requirements set forth in this Memorandum of Understanding. At the initial meeting, the ERC will develop the guidelines by which the ERC will operate.
 - e. The ERC may establish subcommittees to assist with their work and members of said subcommittees will be jointly appointed by the committee co-chairs.
 - f. The ERC may invite additional persons to ERC meetings to provide information and/or input to the ERC regarding aspects of the evaluation process, provided both the Superintendent and the Association President mutually agree in advance.
 - g. The Board will provide secretarial support and clerical assistance to the ERC.
 - h. Both parties agree that any information released or disseminated by the ERC shall be done in a joint format.
 - i. All committee decisions will be made using consensus.
3. As a material inducement to entering into this Agreement, the Board and the Association both agree that nothing contained herein shall be construed or utilized as "past practice" or "precedent setting" in any related or unrelated, current or future grievance, arbitration, litigation or matter of contract interpretation involving the Board and the Association.
3. This Memorandum shall constitute the full and complete understanding of the parties concerning this subject matter, and any amendments or modifications shall be in writing and signed by the parties.

IN WITNESS WHEREOF, the duly authorized representatives of the **GOVERNING BOARD OF THE HAMILTON COUNTY EDUCATIONAL SERVICE CENTER** and the **HAMILTON COUNTY EDUCATION ASSOCIATION** have executed this Memorandum on the dates opposite their signatures.

**GOVERNING BOARD OF THE
HAMILTON COUNTY EDUCATIONAL
SERVICE CENTER**

Date: 6/19/13

By: 

**HAMILTON COUNTY EDUCATION
ASSOCIATION**

Date: 6/19/13

By: 

