

STATE EMPLOYMENT
RELATIONS BOARD

2012-06 F 3-51

MEMORANDUM OF AGREEMENT

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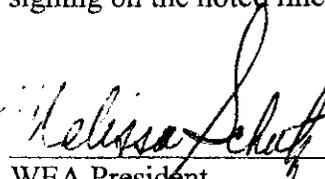
This Memorandum of Agreement is between the Wickliffe Education Association (Association) and the Wickliffe City Board of Education (Board).

The parties entered into this Memorandum of Agreement to develop a teacher evaluation process that conforms to section 3319.111 of the Ohio Revised Code. This evaluation process shall be implemented as a pilot program for the 2012-2013 school year. At the end of the pilot program, representatives from the Association and the Board shall meet and review and make changes as deemed necessary.

THEREFORE, the parties agree that the following shall be incorporated and part of the pilot program:

1. All staff involved in the pilot program shall be trained in the evaluation processes, procedures and tools.
2. All evaluators must be trained and licensed as evaluators by the Ohio Department of Education, without this the pilot will not go forward.
3. Staff participants must be volunteers.
4. Participants must be in the off-year of their normal evaluation cycle.
5. Data obtained by this pilot will be for purposes of testing and refining the pilot program tools.
6. No data or documents relating to this pilot will be placed in the participants' personnel file.
7. Documents which reflect the assessment performance of volunteer teacher participants in the pilot program will be submitted to the Association Executive Board for the purpose of shredding.
8. When participants are to be formally evaluated in their normal evaluation cycle, the evaluation shall be done by different administrator/evaluator than the evaluator from the pilot.

The Association and Board agree to the terms of this Memorandum of Agreement by signing on the noted lines below.

 9-4-12

 WEA President Date
 For the Association

 9/17/12

 Superintendent Date
 For the Board

 9-4-12

 Kim Lane, Date
 OEA Labor Consultant

 9/12/12

 President Date
 For the Board