

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by the **EDON-NORTHWEST LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** ("Board") and the **EDON-NORTHWEST TEACHERS' ASSOCIATION** ("Association") for the purpose of addressing composition of the Student Growth Measure Rating portion of a teacher's evaluation under 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, 2011 through June 30th, 2014.

WHEREAS, recent changes to Ohio law set forth in House Bill 153, Senate Bill 316, and Senate Bill 555 mandated adoption of a teacher performance evaluation system that required 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, Ohio law mandates that fifty-percent (50%) of a teacher's final summative evaluation rating be based on a student growth measure rating (hereafter "SGM Rating"); and

WHEREAS, the Board, in fulfillment of the district's Race to the Top Grant Scope of Work, must begin to implement its Evaluation Policy in the 2013-2014 school year; and

WHEREAS, pursuant to Ohio law and the Board-approved Teacher Evaluation Policy, a teacher's SGM Rating may be comprised in whole or in part of value added progress dimension scores, vendor assessments, student learning objectives (hereafter "SLOs"),

WHEREAS, the Board and the Association have mutually agreed to the composition of the SGM Rating for each of four teaching categories and delineated in the Board-approved evaluation policy for the 2013-2014 school year.

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

1. The Board and Association hereby agree that for the 2013-2014 school year, the SGM Rating for each of the four teaching categories shall be comprised of the following:

- A1 – for teachers instructing exclusively in value-added subjects, the full fifty percent (50%) of the SGM Rating shall be comprised of the teacher's value-added progress dimension scores.
 - A2 – for teachers instructing in value-added courses, but not exclusively, the SGM Rating shall be comprised of a combination of value-added progress dimension data and SLOs. The percentage of the SGM Rating allocated to each type of data in an A2 teacher's score shall be 25% Value Added, 25% SLOs.
 - B – for teachers instructing in areas with Ohio Department of Education approved vendor assessments, the SGM Rating shall be comprised of 15% vendor assessment data, 35% SLOs,
 - C – for teachers instructing in areas where no teacher-level value-added data or approved vendor assessments are applicable, the SGM Rating shall be comprised of 50% SLOs
 - In the case of specific teaching assignments, administrators, in collaboration with teachers will determine the SGM.
2. 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 EDON-NORTHWEST LOCAL SCHOOL DISTRICT BOARD OF EDUCATION and the EDON-NORTHWEST TEACHERS' ASSOCIATION have executed this Memorandum on the dates opposite their signatures.

EDON-NORTHWEST LOCAL SCHOOL
DISTRICT BOARD OF EDUCATION

Date: 6/18/13

By:  President
By:  Treasurer

EDON-NORTHWEST TEACHERS
ASSOCIATION

Date: 6/27/13

By: Mohd. Blue

President

By: [Signature]

Secretary