

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by the **CENTRAL LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** ("Board") and the **TEACHERS' ASSOCIATION OF CENTRAL LOCAL** ("Association").

WHEREAS, the Board and the Association are parties to a current Collective Bargaining Agreement ("CBA") in effect from August 1, 2012 through July 31, 2015; and

WHEREAS, the Board of Education is responsible for a standards-based teacher evaluation policy which conforms to the framework for evaluation of teachers as approved by the State Board of Education and aligns with the "Standards for the Teaching Profession" as set forth in State law; and

WHEREAS, the Board and the Association wish to enter into a Memorandum of Understanding regarding the use of the Ohio Teacher Evaluation System ("OTES") during the 2013-2014 and 2014-2015 school years.

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

1. For the 2013-2014 and 2014-2015 school years, the Board and the Association agree to implement the OTES in place of the current CBA evaluation system set forth in Article VII for all members who meet the definition of "teacher" in ORC 3319.111. Teachers meeting this definition shall be evaluated in accordance with the Board adopted evaluation policy and the collective bargaining agreement. A copy of the policy is attached.
2. For the 2013-2014 and 2014-2015 school years, bargaining unit members who do not meet the definition of "teacher" in ORC 3319.111 shall be evaluated using the provisions in Article VII of the CBA, except that the number and timing of evaluations and related meetings or deadlines shall be revised to match those set forth in the attached policy.
3. Article VIII shall be revised to align with current law designating June 1 as the date on or before which written notice of nonrenewal must be provided.
4. Given the dynamic nature of the mandated teacher evaluation process, the Superintendent shall establish and maintain an ongoing Evaluation Policy Consultation committee, with continuing participation by the Association and for the express purpose of recommending necessary changes for the appropriate revision of this policy. This committee shall be comprised of five Administrators, appointed by the Superintendent, and five members, appointed by the Association in compliance with the Association's constitution and by-laws.

5. Prior to making any changes or modifications any of the attached documents (Board Policy, Teacher Evaluation Handbook and Timeline), the Board shall notify the Association President at least two (2) weeks in advance of any contemplated change and convene the Evaluation Policy Consultation committee for the purposes of discussing the changes and collaborating to resolve any conflicts.
6. If consensus is not reached, and the outstanding issues materially affect terms and conditions of employment, the Board will have a bargaining obligation over those areas that are in disagreement before implementation. The Association may exercise any and all rights in accordance with the Collective Bargaining Agreement and with ORC 4117.
7. It is the intent of the Board to use the OTEs system to improve the performance of teachers. Given the uncertainty regarding the use of the student growth data and the performance measures in employment decisions, for the purposes of reduction in force and recall for the 2013-2014 and 2014-2015 school years, all teachers shall be deemed to have comparable evaluations.
8. For the 2013-2014 and 2014-2015 school years, the decision to non-renew a teacher's regular contract shall not be based solely on the teacher's student growth measure scores. The member may request that the student growth scores be taken into consideration before recommendation of nonrenewal.

IN WITNESS WHEREOF, the duly authorized representatives of the **CENTRAL LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** and the **CENTRAL EDUCATION ASSOCIATION** have executed this Memorandum on the dates opposite their signature.

**CENTRAL LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION**

Date: 8/27/13

Vicki B.
Superintendent

CENTRAL EDUCATION ASSOCIATION

Date: 8/27/13

8-27-13

Kathleen Neidhardt
President
Tasha A. Schlachter