

**CONTRACT ADDENDUM
BETWEEN THE
FOUR COUNTY JVS DISTRICT BOARD OF EDUCATION
AND THE
FOUR COUNTY JVS EDUCATION ASSOCIATION**

WHEREAS, the Board and Association are parties to a negotiated Master Contract effective July1, 2013, and

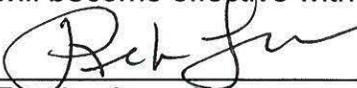
WHEREAS, the parties desire to resolve amicably OTES evaluation issues that have surfaced as a result of HB 362 since negotiations of the recently ratified Master Contract;

THEREFORE, the parties mutually agree:

1. Members who are retiring may give notice to the Board before November 15th to be accepted by the Board on or before December 1 of the same school year that the member intends to retire. The retirement will be effective at the end of the school year. In giving notice by November 15th and being accepted by the Board on or before December 1, the employee will not be required to participate in the evaluation process. The letter of intent to retire is irrevocable upon Board action. The November 15th retirement notice applies only to the evaluation process, and does not act to modify or amend any other provisions of the Master Agreement that apply to notification of retirement and/or retirement incentives.
2. The Board will not evaluate any member who is on leave for 50 percent or more of the school year. If this occurs in a year that the teacher's contract is eligible for renewal the board may choose to grant the teacher a one-year contract in lieu of a two-year, three-year or continuing contract. In that case, a full OTES evaluation will occur in the following year and the teacher will subsequently be placed back into the normal evaluation cycle.
3. Any teacher who receives a rating of Accomplished for a summative rating on the OTES will only receive a full OTES evaluation every three years or in any year the teacher's contract is eligible for renewal. If the student growth measure rating falls below "average," the full annual evaluation cycle will apply.
4. Any teacher who receives a rating of Skilled for a summative rating on the OTES will only receive a full OTES evaluation every two years or in any year the teacher's contract is eligible for renewal. If the student growth measure rating falls below "average," the full annual evaluation cycle will apply.
5. In the years that a teacher does not receive a full OTES evaluation, the last full OTES evaluation rating will be reported until a new full evaluation is required.
6. In a school year that a teacher does not receive a full OTES evaluation, there will be one informal observation and one informal conference using the current walkthrough form from Appendix D.2. The walkthrough form from that year will be kept only for purposes of state verification of records and the results will not be used by the administration in future full OTES evaluations.

7. Any Teacher may request a full OTES evaluation during any year; however, the scheduling of such an evaluation must be based on the time lines established by this procedure except in cases of non-renewal or by mutual agreement of the Board and the Association.
8. This Contract Addendum will be incorporated into the Parties' 2013-16 Master Agreement, and will be identified as Appendix H.

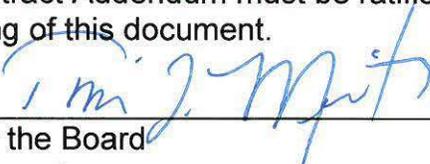
Each party understands that all aspects of this Contract Addendum must be ratified by each party and will become effective with ratification and the signing of this document.



For the Association

11-18-14

Date



For the Board

11-18-14

Date