

Memorandum of Understanding
Between the
East Palestine City School District Board of Education
and the
East Palestine Education Association

This Memorandum of Understanding is entered into by and between the East Palestine City School District Board of Education (“Board”) and the East Palestine Education Association (“Association”) and is intended to modify certain provisions of the Negotiated Agreement between the parties in effect from July 1, 2013 to June 30, 2016. This Memorandum of Understanding is effective November 3, 2014 through June 30, 2016.

F. Evaluation of Contracted Teachers

1. All instructors who meet the definition of “teacher” under RC 3319.111 and this policy shall be evaluated based on at least two formal observations.
2. Teachers on a limited contract who are under consideration for nonrenewal shall receive at least three formal observations.
3. A continuing contract teacher who receives a rating of “Accomplished” on his/her most recent evaluation shall be evaluated every other school year.
4. **A teacher who submits a letter of resignation for retirement purposes and such letter is approved by the Board prior to Dec 1, will not be evaluated during the final year of service.**
5. **A teacher who has been on a Board approved leave for 50% or more of the school year, will not be evaluated during the school year in which the leave occurs.**

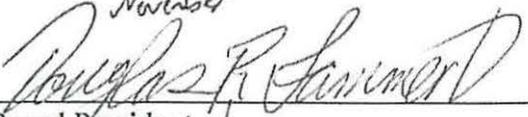
In evaluating teacher performance in these areas, the Board shall utilize the measures set forth by the Ohio Department of Education’s OTES “Teacher Performance Evaluation Rubric” for instructional planning, instruction, and assessment, and professionalism, incorporated herein as “Teacher Performance Evaluation Rubric.”

Each teacher evaluated under this policy shall complete a “Self-Assessment,” utilizing the self-assessment summary tool set forth herein as “Self-Assessment Summary Tool” for the 2013-2014 school year. In subsequent years, the use of the tool may be requested by the evaluator.

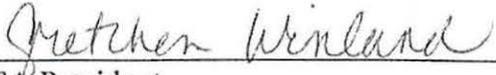
The Board will not contract with an administrator for the sole purpose of conducting OTES evaluations. For teachers being considered for nonrenewal, evaluators shall be regularly-contracted East Palestine Schools building-level administrators.

Unless otherwise agreed by the parties, the teacher shall not be electronically recorded (audio and/or visual) during formal and/or informal observations.

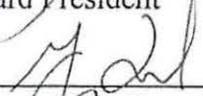
IN WITNESS WHEREOF, this Memorandum of Understanding is entered into on the 3 day of ~~June~~^{November}, 2014.



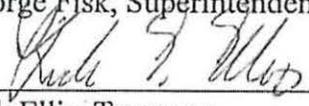
Board President



EPEA President



George Fisk, Superintendent



Rick Ellis, Treasurer
