

**Memorandum of Understanding
Regarding**

Teacher Evaluations

This Memorandum of Understanding (MOU) is between the Beavercreek Education Association ("BEA") and the Beavercreek City School District Board of Education ("the Board"). The parties' committee on Teacher Evaluations has worked through various issues presented by changes in state law, ODE's framework, and ODE's procedures. The parties agree to clarify and supplement the negotiated agreement between them (the "BEA Contract") as follows:

1. **Under Article 10.11 of the BEA Contract**, teachers' evaluations will be comprised of 50% principal/administrator's evaluation and 50% student growth measures (notwithstanding the statements in Article 10.11, A. 1., B. and F. to the contrary.)
2. **Article 10.11 D. 3. of the BEA Contract** will be replaced with:

Accomplished Teachers

In accordance with the provisions of state law (HB 362), the Board may evaluate each teacher who received a rating of Accomplished on the teacher's most recent evaluation once every three school years, so long as the teacher's student academic growth measure, for the most recent school year for which data is available, is average or higher.

Skilled Teachers

In accordance with the provisions of state law (HB 362), the Board may evaluate each teacher who received a rating of Skilled on the teacher's most recent evaluation once every two school years, so long as the teacher's student academic growth measure, for the most recent school year for which data is available, is average or higher.

In any year that a teacher is not formally evaluated as a result of receiving a rating of Accomplished or Skilled, at least one observation and one conference should be conducted."

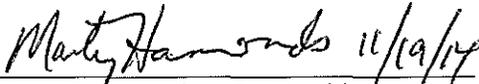
3. **Article 10.11 F. of the BEA Contract** will be replaced with:

"ODE's September 2014 OTES Final Summative Ratings Formula will be used for teachers' summative evaluation ratings."

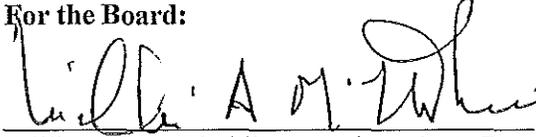
4. **Article 10.11 J. of the BEA Contract** is modified by changing the date of the document called "The Teacher Evaluation Program, Promoting Continuous Improvement through Professional Growth" from June 2013 to the same document dated October 2014.

AGREED:

For BEA:


Marty Hammonds, BEA President 11/19/14 Date

For the Board:


William A. McGlothlin, Superintendent 11/19/14 Date