

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
AYERSVILLE EDUCATION ASSOCIATION
AND THE AYERSVILLE LOCAL SCHOOL BOARD OF EDUCATION**

Whereas, the Ayersville Education Association and the Ayersville Local School Board of Education are parties to a negotiated agreement in effect until July 31, 2016; and,

Whereas, Article X. A. addressing EVALUATION;

Whereas, the parties wish to discuss the changes necessitated by legislative action and decisions of the Evaluation Committee, as established in the collective bargaining agreement.

Now, therefore, the parties agree to the following:

1. Article X. Section I. (pg. 33):

Add #6: Legislation passed in 2014 stipulates that all teachers must receive an observation and conference every year which will be considered an "Off-Cycle Observation". The following terms will be considered to have met this stipulation as agreed upon by the Evaluation Committee:

- a) An off-cycle observation shall be a minimum of 30 consecutive minutes in duration.
- b) Teachers will be notified by the evaluator of the approaching off-cycle observation at least 5 working days prior to the actual observation.
- c) No later than 5 working days after the off-cycle observation has been conducted, the teacher shall be provided feedback about the observation in a conference with the evaluator, at which time the Walkthrough/Informal Evaluation form located in Appendix I of the CBA will be reviewed. Following the conference, this form will not be placed in the teacher's personnel file, but may be maintained by the administrator in an anecdotal/evaluation file and a copy will be given to the teacher.

This memorandum of understanding will be attached to the current negotiated agreement and becomes effective upon the signatures of the parties.

Kelley Wagner
For the Association

10-20-14
Date

Dan Frederick
For the Board

10-20-14
Date