

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

Re: Amended House Bill 362.

This Memorandum of Understanding is entered into by and between the Hamilton Local School District Board of Education (hereinafter referred to as "Board"), and the Hamilton Local Education Association (hereinafter referred to as "HLEA").

Beginning in the 2014-15 school year, the parties have agreed to a revision to the teacher evaluation program, Article 3.1 of the 2013 – 2015 Master Agreement, based on changes in Amended House Bill 362.

The parties have agreed to the following:

- This MOU affects teachers who spend at least 50% of their time employed providing content-related student instruction.
- In place of an annual evaluation, the Board will evaluate teachers receiving effectiveness ratings of Accomplished on those teachers' most recent evaluations carried out under the 2013 - 2015 collective bargaining agreement, and whose student growth measures are at least average or higher, every three years. In years when an evaluation will not take place, one observation of at least 30 minutes is carried out and at least one post-observation conference with the teacher is held. Evaluation form 3.2 will be used to document the observation and the post-observation conference.
- In place of an annual evaluation, the Board will evaluate teachers receiving effectiveness ratings of Skilled on those teachers' most recent evaluations carried out under the 2013 – 2015 collective bargaining agreement, and whose student growth measures are at least average or higher, every two years. In the years when an evaluation will not take place, one observation of at least 30 minutes is carried out and at least one post observation conference with the teacher is held. Evaluation form 3.2 will be used to document the observation and the post-observation conference.
- All teachers will be evaluated in the final year of their contract.

HAMILTON LOCAL BOARD
OF EDUCATION



Mr. Christopher Lester, Superintendent

Date:

9.29.2014

HAMILTON LOCAL EDUCATION
ASSOCIATION



Ms. Tricia Wagner, HLEA President

Date:

9/26/14