

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by the **NORTHWEST LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** and the **NORTHWEST ASSOCIATION OF EDUCATORS**.

**WHEREAS**, the Board and the Association are parties to a current Collective Bargaining Agreement in effect from June 30, 2011 through June 29, 2014; and

**WHEREAS**, the Board of Education is responsible for a standards-based teacher evaluation policy which conforms to the framework for evaluation of teachers as approved by the State Board of Education and aligns with the "Standards for the Teaching Profession" as set forth in State law; and

**WHEREAS**, the Board and the Association wish to enter into a Memorandum of Understanding regarding the use of the Marzano Causal Evaluation System ("Marzano") during the 2013-2014, 2014-2015, and 2015-2016 school years; and

**NOW, THEREFORE, BE IT AGREED** upon by the Board and the Association as follows:

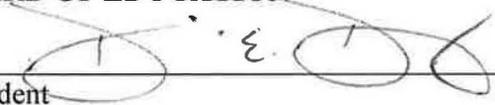
1. For the 2013-2014, 2014-15, and 2015-2016 school years, the Board and the Association agree to implement the Marzano Causal Evaluation System in place of the current Collective Bargaining Agreement Evaluation System (Article 3.16) for all members who meet the definition of "teacher" in ORC 3319.111.
2. Given the dynamic nature of the mandated teacher evaluation process, the Board authorizes the Superintendent to establish and maintain an ongoing Teacher Evaluation Team, with continuing participation by the Association and for the express purpose of recommending necessary changes to the Board for the appropriate revision of this policy. This committee shall be comprised of an equal number of (4) Administrators, appointed by the Superintendent, and (4) members, appointed by the Association President.
3. Prior to making any changes or modifications to any of the attached documents (Board Policy, Teacher Evaluation Handbook and Timeline), the Board shall notify the Association President at least two (2) weeks in advance of any contemplated change and convene the Teacher Evaluation Team for the purposes of discussing the changes and collaborating to resolve any conflicts.
4. If consensus is not reached, and the outlying issues affect terms and conditions of employment, the Board will have a bargaining obligation over those areas that are in disagreement before implementation. The Association may exercise any and all rights in accordance with the Collective Bargaining Agreement and with ORC 4117.

5. It is the intent of the Board to use the Marzano Causal Evaluation System to improve the performance of teachers. Given the uncertainty regarding the use of the student growth data and the performance measures in employment decisions, for the purposes of reduction in force and recall for the 2013-2014, 2014-2015, and 2015-2016 contract (school) years, all teachers shall be deemed to have comparable evaluations.
6. For the 2013-2014, 2014-2015, and 2015-2016 school years, the decision to non-renew a teacher's regular contract shall not be based on the teacher's student growth measure scores. The member may request that the student growth scores be taken into consideration before recommendation of nonrenewal.
7. This Memorandum of Understanding shall be in effect from July 1, 2013 through June 30, 2016.

**IN WITNESS WHEREOF**, the duly authorized representatives of the **NORTHWEST LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** and the **NORTHWEST ASSOCIATION OF EDUCATORS** have executed this Memorandum on the dates opposite their signature.

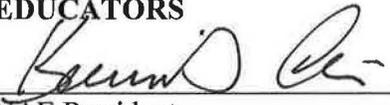
Date: 11/18/13

**NORTHWEST LOCAL SCHOOL DISTRICT  
BOARD OF EDUCATION**

  
\_\_\_\_\_  
President

Date: 11/6/13

**NORTHWEST ASSOCIATION OF  
EDUCATORS**

  
\_\_\_\_\_  
NAE President