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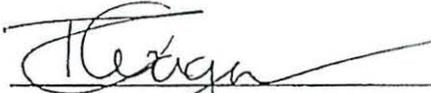
Memorandum of Understanding
October 6, 2014

This Memorandum of Understanding is entered into by and between the Newbury Board of Education and the Newbury Education Association (NEA) and is intended to be effective for the 2014-2015 and 2015-2016 school years.

Article VIII – Termination, Non-renewal of Contract, Teacher Evaluation Procedure, and Discipline of Teachers

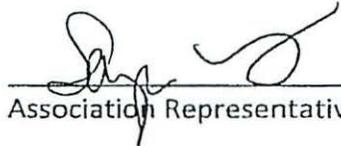
6. Definition of Observation and Evaluation

b. The Observation and Evaluation for teachers being considered for non-renewal or those working on a limited contract during the first 3 years of employment, shall consist of pre-observation meeting(s) and (2) observations. Observations will be followed by a post-observation meeting. One (1) summative evaluation meeting shall be held.



Board Representative

10/6/14
Date



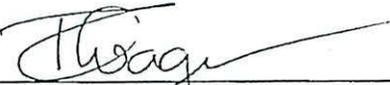
Association Representative

10/6/14
Date

Memorandum of Understanding
October 6, 2014

This Memorandum of Understanding is entered into by and between the Newbury Board of Education and the Newbury Education Association (NEA) and is intended to be effective for the 2014-2015 and 2015-2016 school years.

The Newbury Board of Education and the Newbury Education Association agree that teachers at the Jr./Sr. High School may flex their workday in the afternoon, after the dismissal of students, to allow for afterschool tutoring, such as OGT remediation. Such remediation or tutoring may be conducted from 2:30-3:30, for example, and the teacher(s) will complete the remaining ½ hour portion of their teaching day after the tutoring session has concluded.



Board Representative

10/6/14
Date



Association Representative

10/6/14
Date

Memorandum of Understanding
January 27, 2015

This Memorandum of Understanding is entered into by and between the Newbury Board of Education and the Newbury Education Association (NEA) and is intended to be effective for the 2014-2015 and 2015-2016 school years.

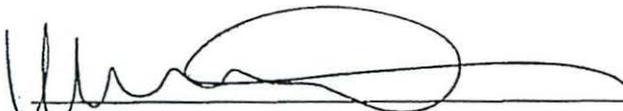
Article VIII – Termination, Non-renewal of Contract, Teacher Evaluation Procedure, and Discipline of Teachers

D. Teacher Evaluation Procedure

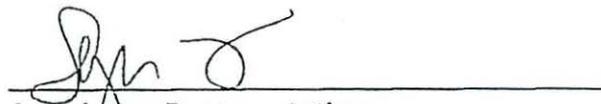
2. Each school year, teachers shall be provided an overview of the evaluation process (with any changes) at the in-service meeting. Teachers hired after the in-service will be given the material provided at the in-service and an overview of the process within ten (10) school days from the hire date.

~~The District will utilize the Ode alternative framework: 42.5 percent teacher performance, 42.5 percent student growth measure, and 15 percent ODE approved self-evaluation component.~~

The District will utilize 50 percent teacher performance and 50 percent student growth measure.


Board Representative

2-6-15
Date

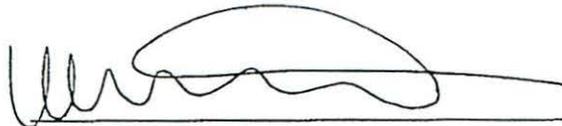

Association Representative

2/4/15
Date

Memorandum of Understanding
January 27, 2015

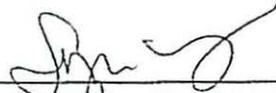
This Memorandum of Understanding is entered into by and between the Newbury Board of Education and the Newbury Education Association (NEA) and is intended to be effective for the 2014-2015 and 2015-2016 school years.

The Newbury Board of Education and the Newbury Education Association agree that teachers at the Elementary School may flex their workday in the afternoon, after the dismissal of students, to allow for afterschool tutoring, such as OAA/PARCC remediation and move their plan period to follow. Such remediation or tutoring may be conducted from 1:55-2:55pm, for example, and the teacher(s) will complete the remaining ½ hour portion of their teaching day after the tutoring session has concluded.



Board Representative

2-6-15
Date



Association Representative

2/4/15
Date

Memorandum of Understanding
June 5, 2015

This Memorandum of Understanding is entered into by and between the Newbury Board of Education and the Newbury Education Association (NEA) and is intended to be effective for the 2015-2016 school year. Should the Board desire to continue the schedule beyond the 2015-2016 school year the terms and conditions of the extension shall be mutually agreed to by the parties.

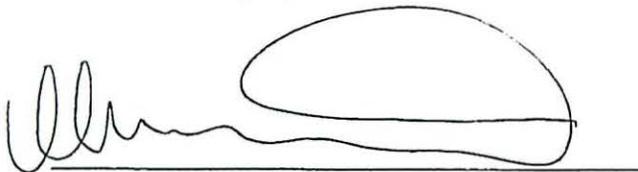
The Newbury Board of Education and the Newbury Education Association agree on the following language for the implementation of a block schedule:

ARTICLE V. TEACHER DAY, YEAR AND ASSIGNMENT

c. Secondary Teacher Day

(3). **BLOCK SCHEDULE ONLY**

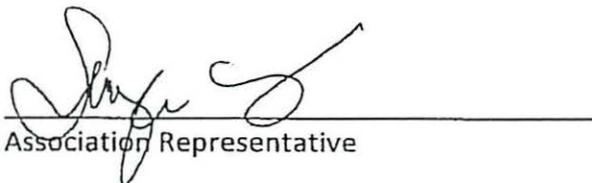
- a. One hundred twenty (120) hours of instruction are required to grant a Carnegie unit of credit. This can occur as forty (40) minutes a day for one hundred eighty (180) days or eighty (80) minutes a day for ninety (90) days.
- b. Each teacher will be assigned the annual equivalent of six (6) Carnegie units of instruction in their core instructional area and any combination of two (2) forty (40) minute periods of-instruction in an elective, intervention, and/or duty.
- c. PREPARATION TIME – All teachers shall have at least 400 minutes of planning per week. Every effort will be made to schedule planning in 40 minute blocks, but in no case will planning be less than a 20 minute block during the student day. Every reasonable effort will be made to insure that no secondary teacher will be assigned more than three (3) preparations.



Board Representative

6-5-15

Date



Association Representative

6/5/15

Date

5/13/15

Ratification Date