

MEMORANDUM OF UNDERSTANDING

08-04-15
14-MED-04-0633
1852-01
K31187

Between the Wayne Trace Education Association

and the

Wayne Trace Board of Education

WHEREAS, there is a Collective Bargaining Agreement between the Wayne Trace Education Association and the Wayne Trace Board of Education which addresses OTES, and

WHEREAS, the Collective Bargaining Agreement does not address the scoring of student learning objectives as it relates to OTES, and

WHEREAS, the parties failed to negotiate what method would be used for the scoring of student growth measures, and

WHEREAS, the Board has already entered SLO target scores into the ODE system, and

WHEREAS, the parties recognize that the current system used for student growth targets for the 2014-2015 school year was arbitrary and inconsistent among the buildings and teachers, and

WHEREAS, the parties recognize that some of the teachers use SLO target calculations not consistent with ODE guidelines, and

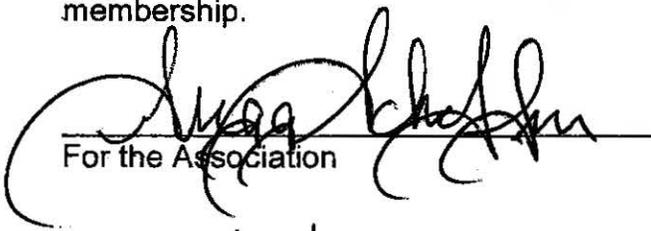
WHEREAS, the parties wish to reach an amicable resolution of this matter.

Therefore, the parties agree that:

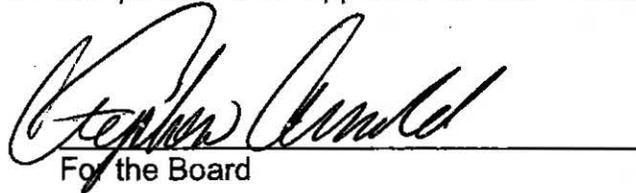
1. The parties agree to negotiate SGM scoring.
2. Prior to the start of the 2015-2016 school year, such negotiations may be initiated by either party.
3. For the 2014-2015 SLO targets will remain as entered into the ODE data base.
4. For the 2014-2015 school year, teachers who receive accomplished or skilled teacher performance ratings will not be required to complete an improvement plan regardless of SGM rating. Teachers with developing or ineffective teacher performance ratings will be required to complete an improvement plan at the principal's discretion.
5. All teachers not receiving an improvement plan will be required to complete a professional growth plan with collaborative input from the building principal as deemed necessary from the building principal.

6. A letter will be provided to teachers from the Administration who receives below average or approaching average SGM ratings but who do not warrant an improvement plan as stated in number 4 above. The letter will include that there were inconsistencies and confusion surrounding the development of SGM targets and that in their professional opinion does not warrant an improvement plan due to the high expectations set by the teacher.
7. Said letter will be placed in the personnel files of teachers who request such placement.
8. For the 2015-1016 school year, only teacher performance will be uploaded into ePTES as defined in the Collective Bargaining Agreement pending no agreement is made prior to the start of the 2015-2016 school year.
9. If only teacher performance is uploaded for the 2015-2016 school year, information documented in the professional growth plan may be used as evidence in formal observations.
10. Improvement plans for the 2015-2016 school year will be given to teachers with ineffective or developing teacher performance ratings.
11. This MOU may be altered or changed based on negotiations and ratification by the parties.

This Memorandum of Understanding shall become a part of and affixed to the Master Agreement effective with the signatures of the parties and approval of the Association membership.



For the Association



For the Board

6/4/15

Date

6-4-15

Date