

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("Memorandum") is entered into by and between the Nordonia Hills City School District ("District") Board of Education ("Board") and the Nordonia Hills Educators' Association ("NHEA").

WHEREAS, not later than September 30, 2016, the Board must adopt a standards-based school counselor evaluation policy that conforms with the framework for the evaluation of school counselors developed under O.R.C. §3319.113; and

WHEREAS, the implementation of such a policy would require deviation from the current collective bargaining agreement between the parties ("Agreement"), effective August 16, 2014 through August 15, 2017, as it applies to the evaluation of school counselors; and

WHEREAS, pursuant to O.R.C. §3319.113, the standards-based school counselor evaluation policy must become operative at the expiration of the Agreement covering school counselors employed by the Board and must be included in any renewal or extension of the Agreement; and

WHEREAS, the parties desire to modify the Agreement, in advance of its expiration, to account for the new school counselor evaluation policy requirements set forth under Ohio law.

NOW, THEREFORE, in consideration of the mutual promises contained herein, the parties agree to the following:

1. There shall be an Article 12(C) added to the Agreement that specifically sets forth the procedures for standards-based school counselor evaluations, which shall conform to the provisions of O.R.C. §3319.113, and shall take effect on August 16, 2016.
2. Article 12(C) shall provide as follows:
 - a. The Board shall use the standards and criteria set forth in the "Ohio Standards for School Counselors," developed by the Ohio Department of Education, to distinguish between the following levels of performance for school counselors for purposes of assigning ratings on the evaluations conducted pursuant to Board policy and O.R.C. §3319.113:
 - (1) Accomplished;
 - (2) Skilled;
 - (3) Developing;
 - (4) Ineffective.
 - b. Only individuals who have completed Ohio School Counselor Evaluation System training are permitted to evaluate a school counselor.

- c. Each school counselor will be provided with a copy of a written report of the results of his/her evaluation.
- d. Beginning with the 2016-2017 school year, a school counselor's evaluation results will be considered by the Board in making retention and promotion decisions, and for the removal of poorly performing school counselors.
- e. The Board shall provide for professional development to accelerate and continue school counselor growth and provide support to poorly performing school counselors.
- f. School counselor evaluations shall occur annually, except as otherwise appropriate for a school counselor who received a final summative rating of accomplished or skilled on his/her most recent evaluation. The annual evaluation process will consist of two (2) formal observations of thirty (30) minutes each and informal observations.
- g. The Board may evaluate each school counselor who received a final summative rating of accomplished on his/her most recent evaluation once every three (3) school years, so long as the metric of student outcomes, for the most recent school year for which data is available, is skilled or higher on the evaluation rubric. Such counselors will develop their own professional growth plan.
- h. The Board may evaluate each school counselor who received a final summative rating of skilled on the most recent evaluation once every two (2) school years, so long as the metric of student outcomes, for the most recent school year for which data is available, is skilled or higher on the evaluation rubric. Such counselors will develop a professional growth plan collaboratively with their evaluator.
- i. During the years in which a school counselor who received a final summative rating of accomplished or skilled on his/her most recent evaluation is not fully evaluated, the Board shall conduct at least one (1) observation and one (1) conference with the school counselor.
- j. School counselors with a final summative rating of developing or ineffective on their most recent evaluation will develop a professional growth plan with their evaluator. For the professional growth plan to be implemented, such plan must receive the approval of the Superintendent.
- k. A school counselor may be placed on an improvement plan at any time based on deficiencies in any individual component of the evaluation system.

1. A school counselor shall receive a full evaluation during the first year that he/she is employed or re-employed by the Board, regardless of whether he/she received a final summative rating of accomplished or skilled on his/her most recent evaluation.
3. Following the expiration of the Agreement, this Memorandum of Understanding shall be incorporated into any successor Agreement.
4. This Memorandum of Understanding represents the entire agreement of the parties with respect to the subject matter, may be executed in multiple counterparts, and shall only be amended by a signed writing.

IN WITNESS WHEREOF, the parties hereto have executed the Memorandum of Understanding on this 26th day of September, 2016.

FOR THE BOARD:

Sammy Strong
Board President

Joe All
Superintendent

FOR THE NHEA:

N. Louman
NHEA President

NATHAN LOUMAN