

**Memorandum of Agreement**

The following Memorandum of Agreement is by and between the Vantage Board of Education (hereafter "Board") and the Vantage Teachers Organization (hereafter "VTO").

Whereas, the Board and VTO are parties to a Negotiated Agreement dated July 1, 2014 through June 30, 2017; and

Whereas, Article VIII "EVALUATION SYSTEM" of the Negotiated Agreement states that each teacher evaluated under the Ohio Teacher Evaluation System (hereafter "OTES") will be rated "at expected growth" for the Student Growth Measure portion of the final summative evaluation; and

Whereas, the rating of "at expected growth" no longer matches a Student Growth Measure level in the Ohio formula-based approach to the calculation of educator evaluation; and

Whereas, upon recommendation of the Evaluation Committee, the Board and VTO agree that for the 2014-15, 2015-16, and 2016-17 school years, all teachers who are evaluated under OTES will be rated "Average (3)" for the Student Growth Measure in the calculation of the final summative rating;

Now therefore, the Board and VTO agree to the following:

At the effective date of this Memorandum of Agreement, all instances of the language "at expected growth" in Article VIII "EVALUATION SYSTEM", Section J STUDENT GROWTH MEASURES and Section N FINALIZATION OF EVALUTION shall be changed to "Average (3);" and

On the chart in Article VIII "EVALUATION SYSTEM", Section E STUDENT GROWTH MEASURES COMMITTEE, Number 4 Committee Authority, Item c, the column labeled "Level of Student Growth" shall have deleted.

All other parts of Article VIII, remain in full force and effect, as do all other parts of the Negotiated Agreement.

  
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Board President

  
\_\_\_\_\_  
VTO President

4-9-15  
\_\_\_\_\_  
Date

4-8-15  
\_\_\_\_\_  
Date