

**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," Section J, "Student Growth Measures (SGM)," of the Negotiated Agreement states:

- "2. When utilizing SLOs to construct SGMs, the teacher shall submit the completed SLO template for approval of the SLO [to the Student Growth Committee] no later than September 15.
  - a. The SGM committee shall review and approve all submitted SLOs by October 15.
  - b. Any SLO that is rejected by the SGM committee shall be returned to the teacher/group with specific designation of deficiencies by October 15 with a timeline of 10 days for the resubmittal of the corrected SLO;" and

Whereas, a Student Growth Committee has not yet been formed;

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

For the 2015-2016 school year only, when utilizing SLOs to construct SGMs, the teacher shall submit the completed SLO template for approval of the SLO to the Student Growth Committee no later than October 9, 2015. The SGM committee shall review and approve all submitted SLOs by November 9. Any SLO that is rejected by the SGM committee shall be returned to the teacher/group with specific designation of deficiencies by November 9 with a timeline of 10 days for the resubmittal of the corrected SLO;"

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

  
\_\_\_\_\_  
Board President

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

10/8/2015  
\_\_\_\_\_  
Date

9-23-15  
\_\_\_\_\_  
Date

# *Tentative Agreement*

## *Article VIII*

### *Evaluation System*

**Letter I.** Schedule of Evaluation and Criteria for Performance Assessment  
No. 1 and 2

**Letter J.** Performance Assessment Structures and Procedures Leading to a Summative  
Evaluation  
No. 1 through 3

**Letter K.** Observation Structures and Procedures for Teachers not being fully Evaluated  
No. 1 through 4

**Letter L.** Student Growth Measures (SGM)  
No. 1 through 6

**Letter M.** Criteria for Student Growth Measures (SGM)  
No 1 through 6

**Letter N.** Professional Development Plans  
No. 1 through 5

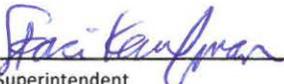
**Letter O.** Improvement Plans  
No. 1 and 2

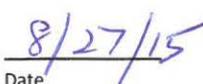
**Letter P.** Finalization of Evaluation  
No. 1 thought 3

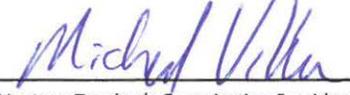
**Letter Q.** Due Process

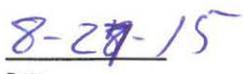
**Letter R.** Personnel Action Requirements

**Letter S.** Evaluation of Other Bargaining Unit Members

  
\_\_\_\_\_  
Superintendent

  
\_\_\_\_\_  
Date 8/27/15

  
\_\_\_\_\_  
Vantage Teacher's Organization President

  
\_\_\_\_\_  
Date 8-27-15