

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
LOGAN ELM LOCAL SCHOOL DISTRICT BOARD OF EDUCATION
AND THE
LOGAN ELM CLASSROOM TEACHERS ASSOCIATION**

This Memorandum of Understanding is entered into by and between the Logan Elm Local School District Board of Education (the "Board"), and the Logan Elm Classroom Teachers Association (the "LECTA"):

WHEREAS, the Board and the LECTA are parties to a collective bargaining agreement (the "Agreement") having a term of July 1, 2016 through June 30, 2019; and

WHEREAS, the Board and the LECTA need to develop a process for the evaluation of school counselors;

NOW THEREFORE, the Board and the LECTA agree as follows:

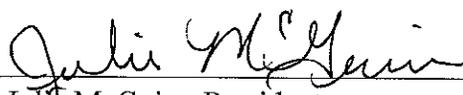
1. The parties shall form the Joint Committee on School Counselor Evaluations (the "Committee"), consisting of no more than three (3) members of the administration and three (3) members of the LECTA.
2. The Committee shall develop and adopt a process for the evaluation of school counselors on or before September 15, 2016. Should the Committee fail to adopt a process for the evaluation of school counselors on or before September 15, 2016, all school counselors shall be evaluated pursuant to Board Policy AFCA (GCNA).

All other provisions of the Master Agreement between the parties hereto not altered by this Memorandum of Understanding are to remain unchanged. To the extent any provision of the Master Agreement or any previous memoranda of understanding/agreement conflict with any provision of this Memorandum of Understanding, the terms of this Memorandum of Understanding shall prevail.

LOGAN ELM LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION

LOGAN ELM CLASSROOM TEACHERS
ASSOCIATION


By: Tim Williams, Superintendent


By: Julie McGuire, President

Date: 8/24/16

Date: 8-24-16

Memorandum of Understanding
between
Logan Elm Local School District Board of Education
and the
Logan Elm Classroom Teachers Association

This agreement is made the 19 day of August, 2016, by and between the Board of Education of the Logan Elm Local School District (The Board) and the Logan Elm Classroom Teachers Association (The Association).

WHEREAS The Board and The Association have entered into a Negotiated Contract that is effective through June, 30, 2019; and

WHEREAS the changes to the law in 2015, House Bill 64, require a change to the District Student Growth Measurement Index listed in Appendix H, Evaluation of Teaching Personnel as well as Assessment of Student Growth;

NOW, THEREFORE, BE IT AGREED by and between the parties hereto as follows:

In determining student growth measures, the Board adopts the Ohio Department of Education's Ohio Teacher Evaluation System (OTES), which calculates student growth by assessing achievement for an individual student occurring between two points in time. A student who has forty-five (45) or more excused or unexcused absences for the school year will not be included in the determination of student academic growth.

Effective in the 2016-2017 school year, the Board will utilize locally-determined Student Growth Measures for all teachers as set forth in the student learning objectives.

An SLO must be based upon the following criteria: Where district approved vendor assessment with teacher-level data is available, one SLO will be related to the assessment. A second SLO based on Baseline and Trend Data, Student Population, Interval of Instruction, Standards and Content, Assessment(s), Growth Targets, and Rationale for Growth Targets may also be developed. Where no teacher-level district approved vendor assessments are available, then SLOs will be developed based on Baseline and Trend Data, Student Population, Interval of Instruction, Standards and Content, Assessment(s), Growth Targets, and Rationale for Growth Targets. When new SLOs are developed or revised, the process will include consultation with teachers' employed by the Board.

All other provisions of the negotiated agreement, Memorandums of Understanding or Addendums currently in effect between the parties hereto not altered by this Memorandum of Understanding shall remain in full force and effect for the term of the negotiated agreement and no other agreements shall serve to alter the provisions of the current negotiated contract unless agreed to, in writing, between the parties.

FOR THE ASSOCIATION

Julie McGinnis

Date 8-19-16

FOR THE BOARD

Joe Miller

Date 8-19-16