

## Memorandum of Understanding

### Teacher Evaluation Policy

The Board and the Association acknowledge that the overarching purpose of the teacher evaluation system is to serve as a tool for informing instruction and to assist teachers and administrators in identifying and developing best educational practices in order to provide the greatest opportunity for student learning and achievement. The parties further acknowledge that the District must adopt, by July 1, 2013, a standards-based teacher evaluation policy that conforms with the framework for evaluation of teachers developed under section 3319.112 of the Ohio Revised Code.

Accordingly:

1. The Board agrees to negotiate in good faith all elements of the teacher evaluation policy that are not expressly prohibited subjects of bargaining, and these negotiations must be satisfactorily completed prior to the adoption of the evaluation policy. Such negotiations shall commence no later than April 1, 2013.
2. Any agreement that is achieved through said negotiations shall be subject to ratification by both parties to this agreement. Any agreement that is ratified by both parties shall be incorporated as a memorandum of understanding into the current collective bargaining agreement. Any agreement that is reached in accordance with this memorandum of understanding shall not constitute a waiver by the Association of its right to bargain any aspect of teacher evaluation in any future negotiations, including negotiations for a successor agreement.
3. A failure to reach a negotiated agreement or the rejection of a tentative agreement by either party shall not terminate the Board's obligation to bargain, nor shall it constitute a waiver by the Association of its right to bargain teacher evaluation in any future negotiations, including negotiations for a successor agreement. Any evaluation policy the Board purports to adopt under such circumstances shall remain subject to collective bargaining.
4. No part of an evaluation policy that is adopted pursuant to a negotiated agreement, or otherwise, shall be operative during the term of the current collective bargaining agreement. The contractual evaluation process shall remain in effect and all personnel decisions shall continue to be governed by the terms of the current collective bargaining agreement until a successor agreement takes effect or the current agreement is renewed or extended.