

Memorandum of Understanding

This Memorandum of Understanding is entered into by and between the Pickerington Local School District Board of Education (Board) and the Pickerington Education Association (Association) this 20th day of April, 2020.

WHEREAS, the Board and Association have entered into a Master Agreement (MA) which is effective from June 30, 2019 through June 30, 2021; and

WHEREAS, the Governor of Ohio signed HB 197 into law on March 27, 2020 which permits modifications to the requirements of Ohio Rev. Code 3319.111 for the evaluation of teachers; and

WHEREAS, the Board and Association wish to memorialize their agreement and understandings on which teacher evaluations are possible to complete, and which evaluations are impossible/impracticable to complete for the 2019-2020 school year; and

WHEREAS, the parties intend to amend their current MA as set forth hereinafter, and further intend that all remaining sections of the MA, that are not inconsistent herewith, shall remain in full force and effect.

NOW THEREFORE, IT IS HEREBY AGREED by and between the Board and the Association that the following language shall constitute their Agreement as it relates to this matter:

1. In accordance with current MA, all teachers who would normally be required to complete the Alternative Component shall do so before April 16, 2020.
2. Formal Evaluation Cycle
 - A. Credentialed evaluators shall complete evaluations for all teachers who are under a formal evaluation cycle for the 2019-2020 school year whose Student Growth Measures (SGM) consist of value-added data already in the SGM component of eTPES
 - B. Credentialed evaluators shall complete evaluations for all teachers who are under a formal evaluation cycle for the 2019-2020 school year whose SGM consists of Student Learning Objectives ("SLO") data.
 - C. Any bargaining unit member considered to have an incomplete evaluation due to impracticability (i.e. missing any required component as defined in the MA) shall carry the same evaluation status into the 2020-2021 school year as if the 2019-2020 school year had not occurred (i.e., they will again be on a **formal** evaluation cycle for 2020-21 school year).
3. Informal Evaluation Cycle
 - A. Credentialed evaluators shall complete evaluations for all teachers who are under an informal evaluation cycle for the 2019-2020 school year whose Student Growth Measures (SGM) consist of value-added data already in the SGM component of eTPES.
 - B. Credentialed evaluators shall complete evaluations for all teachers who are under an informal evaluation cycle for the 2019-2020 school year whose SGM consists of Student Learning Objectives ("SLO") data.

C. Any bargaining unit member considered to have an incomplete evaluation due to impracticability (i.e. missing any required component as defined in the MA) shall carry the same evaluation status into the 2020-2021 school year as if the 2019-2020 school year had not occurred (i.e., they will again be on an **informal** evaluation cycle for 2020-21 school year).

4. Those teachers whom have tendered their letter of resignation and/or letter of retirement by March 13, 2020, and whom have not had their evaluations for 2019-20 completed, shall not have the remaining components of their evaluations finished.

5. Finalization of Evaluation/Completion of Evaluation Cycle

A. Credentialed evaluators may conduct post-observation conferences remotely, via teleconference or videoconference at a mutually agreed upon date and time with the teacher.

B. Any personal signature requirements in the MA shall be waived, so long as successful delivery of the requisite evaluation documents are made to the teacher's work email.

C. Any bargaining unit member determined to be impracticable (i.e. missing any required component as defined in the MA) to evaluate in the 2019-2020 school year shall retain their previous evaluation rating until they have completed a full evaluation cycle, as defined by the MA and law.

D. Credentialed evaluators will have until May 22, 2020 to complete unit member evaluations for the 2019-2020 school year. Credentialed evaluators will also have until May 29, 2020 to provide a written report of the results of the evaluation to the unit member. Delivery of the written report may be accomplished through email.

6. The Board retains its right to make employment decisions using the summative evaluation rating, pursuant to the terms of the MA and law and shall do so no later than June 1, 2020.

7. 2020-21 Evaluation Cycles: All other terms and conditions of the Master Agreement remain in full force, unless otherwise amended through pending negotiations on a successor MA.

8. The Board and Association agree to engage in interim bargaining for the implementation of OTES 2.0 for the 20-21 school year.

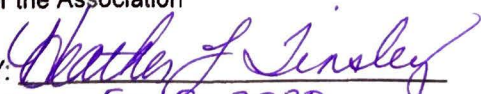
The parties agree the terms of this MOU are not intended to create a case precedent or form the basis of a past practice between or among the parties.

This MOU shall automatically expire at such time as all bargaining unit members who had an incomplete evaluation under the terms of this agreement have received a summative evaluation rating pursuant to the provisions of the MA and Ohio Rev. Code.

For the Association

BY:

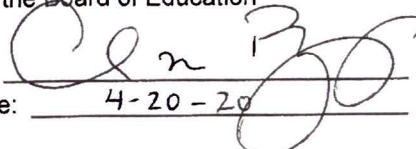
Date:


5-18-2020

For the Board of Education

BY:

Date:


4-20-20