

MEMORANDUM OF UNDERSTANDING

This memorandum of Understanding is entered into between the Eastern Local School District Board of Education, Brown County, Ohio, hereinafter referred to as the "Board" and the Eastern Local Education Association, Brown County, Ohio, hereinafter referred to as "Association."

WHEREAS, the Board and the Association are parties to a Master Contract which is effective for the period of July 1, 2024 through June 30, 2027; and

WHEREAS, the Board has evaluated its teachers in compliance with its policy adopted under the OTES evaluation system;

WHEREAS, the fundamental distinctions in OTES 2.0 are that there will be no separate calculation for student growth measures and, instead, teachers will use at least two measures of high-quality student data to show evidence of student learning attributable to the teacher being evaluated; the use of high-quality student data will be incorporated within the revised draft OTES rubric; and, teachers will no longer use shared attribution or student learning objectives ("SLO's"); and

WHEREAS, the Board and the Association agree to-continue the OTES 2.0 compliant evaluation policy for the 2024-2027 school years; and

NOW THEREFORE, be it agreed by the Parties as follows:

Section 1.

The Board shall-utilize its standards- based teacher evaluation policy that was previously developed in consultation with teachers employed by the board, to conform with the framework for evaluation of teachers adopted under section 3319.112 of the Revised Code otherwise known as OTES 2.0.

A pre-observation conference shall be held before each formal observation. The 1st Observation shall occur by the conclusion of the first semester and the Post-Observation Conference will occur by January 25, for those teachers requiring more than one observation. For teachers only requiring one observation, those observations will occur by May 1 and the Post-Observation Conferences will occur by May 10.

Section 2.

The policy developed by the Board as set forth in Section 1 above shall be implemented for the 2024-2027 school years.

Section 3.

All provisions of the Master Contract not in conflict with this MOU shall remain in full force and effect.

Section 4.

The Board and Association further acknowledge, agree and understand that nothing contained herein shall be construed or utilized as "past practice" or "precedent setting" in any related or unrelated, current or future grievance, arbitration, litigation or matter of contract interpretation involving the Board and the Union.

IN WITNESS WHEREOF, the authorized representatives of the Parties have each set their hand hereunder in order to signify their intent to be bound by the foregoing.

EASTERN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

J.R. Mill
Superintendent

7/16/24
Date

EASTERN LOCAL EDUCATION ASSOCIATION

J.L. Hall
President

7/16/2024
Date