

AGENDA

**Revere Local School District
Revere Board Meetings
Addendum to 12-15-20 Regular December BOE Meeting
Tuesday, December 15, 2020, 5:30 pm - 8:30 pm
Revere High School Media Center**

I. SUPERINTENDENT'S AGENDA - Matthew L. Montgomery, Ph.D.

1. Other Business

a. Memorandum of Understanding - REA

It is recommended that the Board of Education approve the MOU detailed in **Attachment 2** in accordance with House Bill 404, to complete teacher evaluations for the 2020-2021 school year.

NEW DOCUMENT

MEMORANDUM OF UNDERSTANDING

Attachment 2

Between the
Revere Local School District Board of Education
And the
Revere Education Association

The Revere Local School District Board of Education ("Board") and the Revere Education Association ("Association"), collectively referenced as "the parties," agree, in accordance with House Bill 404, to complete teacher evaluations for the 2020-2021 school year, in accordance with the following procedures:

1. Any evaluations completed in the 2020-2021 school year shall be performance based only.

2. For each teacher or counselor who is subject to an evaluation under Article 7, Evaluation, as

set forth in the collective bargaining agreement between the parties, effective July 1, 2019 to June 30, 2022, for any observations or walkthroughs that have been completed by December 3, 2020, the teacher or counselor shall have the option to either complete the evaluation cycle for the 2020-2021 school year or to suspend the evaluation cycle to the following year. If the teacher or counselor elects to suspend the evaluation cycle to the 2021-2022 school year, they shall remain in the same status as they were in during the 2020-2021 school year.

3. For each teacher or counselor who is subject to an evaluation under Article 7, Evaluation, as set forth in the collective bargaining agreement between the parties, effective July 1, 2019 to June 30, 2022, has not been observed by December 3, 2020, shall not be evaluated in the 2020-2021 school year. Their evaluation status shall continue, unchanged, from the 2020-2021 school year to the 2021-2022 school year. The final summative rating applicable to any teacher under the provisions of this paragraph shall not be less than the final summative rating earned in the most recent fully completed evaluation prior to the 2020-2021 school year.

4. For each teacher or counselor who is pursuing a continuing contract, under Article 21, General Provisions, as set forth in the collective bargaining agreement between the parties, effective July 1, 2019 to June 30, 2022, shall have the opportunity to continue the evaluation process as set forth under Article 7, Evaluation, of the collective bargaining agreement between the parties, effective July 1, 2019 to June 30, 2021. The teacher's exercise of this option must be written and received by the Superintendent on or before December 31, 2020.

5. No teacher or counselor who was subject to an evaluation under Article 7, Evaluation, as set forth in the collective bargaining agreement between the parties, effective July 1, 2019 to June 30, 2022, may be nonrenewed, placed on an improvement plan, or otherwise deprived of any professional advantages due to an incomplete evaluation for the 2020-2021 school year.

6. For each teacher or counselor who was placed on an improvement plan for the 2020-2021 school year will continue for the 2021-2022 school year. In consultation with the teacher, the credentialed evaluator shall establish a revised date for completion of the professional improvement plan.

7. Any teacher or counselor who is in an off-cycle year during the 2020-2021 school year shall maintain the same off-cycle status in the 2021-2022 school year. As an example, a teacher who is in off cycle year one status in the 2020-2021 school year shall remain in off cycle year one status in the 2021-2022 school year.

8. All signatures required for completion and submission of teacher evaluations shall be electronically acquired and original/hand signatures shall not be required. All teachers are required to log into the e-TPES system and enter their personal PIN numbers to confirm receipt and sign the 2020-2021 final summative evaluation. Copies of teacher evaluations shall be transmitted electronically and not in paper form.

9. Based upon the full completion of the procedures provided above, all teachers subject to evaluation for the 2020-2021 school year shall be deemed to have evaluations complied with for purposes of R.C. 3319.11.

This Memorandum of Understanding shall expire on June 30, 2021. This Memorandum of Understanding contains the entire agreement between the parties with respect to its subject matter and supersedes any prior agreements or understandings between the parties concerning the issues reflected in the foregoing provisions.

FOR THE REVERE LOCAL SCHOOL FOR THE REVERE EDUCATION DISTRICT
BOARD OF EDUCATION: ASSOCIATION:

Montgomery PhD., Superintendent Jennifer Jacoby, REA President

Matthew L.

_____ Date Date

