

MEMORANDUM OF UNDERSTANDING
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 197, to complete teacher evaluations for the 2019-2020 school year, in accordance with the following procedures:

1. 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, if all required observations were completed by March 16, 2020, the credentialed evaluator shall complete the evaluation report by May 22, 2020 and provide the written evaluation report for the 2019-2020 school year to the individual teacher by May 29, 2020. Any areas on the rubric which did not contain evidence as of May 22, 2020 shall not be factored into the final summative rating. Evaluators will only factor in areas of the rubric which did contain evidence prior to finalizing the written evaluation report. This is to account for evidence which could not be collected through normal processes, (e.g. additional walkthroughs and post-conference meetings) during the 'stay at home order'.

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, if all required observations were not completed by March 16, 2020, no further observations shall be required. Based upon observation and walk-through data available, the credentialed evaluator shall complete the evaluation report by May 22, 2020 and provide the written evaluation report for the 2019-2020 school year to the individual teacher by May 29, 2020. 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 2019-2020 school year. By way of example, a teacher rated "Skilled" for the 2018-2019 school year, shall be rated "Accomplished" or "Skilled" and shall not receive a final summative rating of "Developing" or "Ineffective" for the 2019-2020 school year.

3. 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 or placed on an improvement plan due to an incomplete evaluation for the 2019-2020 school year.

4. In the event a teacher or counselor was subject to a professional improvement plan during the 2019-2020 school year, under Article 7, Evaluation, said plan will continue for the 2020-2021 school year. Once school resumes for the 2020-2021 school year, the credentialed evaluator shall establish a revised date for completion of the professional improvement plan.

5. 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 2019-2020 final summative evaluation. Copies of teacher evaluations shall be transmitted electronically and not in paper form.

6. Based upon the full completion of the procedures provided above, all teachers subject to evaluation for the 2019-2020 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
DISTRICT BOARD OF EDUCATION:**

**FOR THE REVERE EDUCATION
ASSOCIATION:**

Matthew L. Montgomery, Superintendent

Jason Milczewski, President

Date

Date

This Memorandum of Understanding was approved by the Revere Local School District Board of Education on April __, 2020, Board Resolution No. _____.