

Sample OTES Pilot MOU  
May 2019

This Memorandum of Understanding is entered into by and between the (Board of Education) and the (Federation of Teachers) on (DATE).

WHEREAS, the Board of Education and Federation have agreed to participate in the Ohio Teacher Evaluation System (OTES) Pilot, and;

WHEREAS the purpose of the Ohio Department of Education's pilot of OTES is to give districts and community schools an opportunity to implement the revised draft OTES Framework and provide feedback to the Department. Evaluators and teachers using the components and associated forms will inform possible changes to the OTES model and training for the implementation in 2020-2021, and;

WHEREAS, the Board of Education and Federation have entered into a Collective Bargaining Agreement which is effective through (DATE) which outlines the current evaluation system followed in the district, and;

WHEREAS, the DISTRICT has signed an "Intent to Participate in the 2019-2020 OTES Pilot" with the Ohio Department of Education to participate in the Pilot; and

WHEREAS that intent form requires the following assurances:

1. Fully implement all components of the revised draft Ohio Teacher Evaluation System. All teachers subject to OTES shall participate in the pilot using the revised evaluation system. Principals and school counselors will continue using the current evaluation systems.
2. Complete necessary reporting requirements in the new evaluation portal, OhioES, for the 2019-2020 school year.
3. Identify a team to attend all three days of training (September, November and February) at regional sites. The team shall consist of no more than five members. It is the responsibility of this team to disseminate information to the district or community school. The maximum team of five must include the following: • Three teachers, one of which must be an association representative; • One district-level administrator; • One building-level administrator responsible for teacher evaluations.
4. Understand that evaluation data collected may be reflected on the Ohio School Report Card.
5. Continue to include in its evaluation policy at the local level procedures for using the evaluation results for employment decisions.
6. Work through collective bargaining agreements, as necessary, to ensure an MOU is in place to implement the revised draft OTES.
7. Work cooperatively to provide feedback to the Ohio Department of Education to refine the revised draft OTES.
8. Be responsible for costs of substitutes, travel and food associated with the trainings.
9. Ensure all evaluators are credentialed under the current OTES, and;

WHEREAS, all parties reached an agreement to work collaboratively at the LEA level to implement the above assurances;

NOW THEREFORE, IT IS HEREBY AGREED by and between the Board of Education and the Federation that the following shall occur:

The Board of Education and the Federation shall collaborate on how to implement the assurances and aspects of the framework that are required by the OTES revisions, and:

IT IS FURTHER AGREED that the Board of Education and Federation shall make the changes that are to be locally determined together through the (CB process, evaluation committee, a newly formed evaluation committee, or whatever method the local determines for making collective decisions), and;

IT IS FINALLY AGREED that this Memorandum of Understanding is intended to clarify the language of the Collective Bargaining Agreement as it relates the revised OTES.

For the Federation

For the Board of Education

BY: \_\_\_\_\_  
Name of President

BY: \_\_\_\_\_

DATE: \_\_\_\_\_

DATE: \_\_\_\_\_