

Memorandum of Understanding
May 2019

This Memorandum of Understanding is entered into by and between the Cincinnati Board of Education (Board of Education) and the Cincinnati Federation of Teachers (Federation) on this _____ day of May, 2019.

WHEREAS, as authorized by Ohio law and the Ohio Department of Education (ODE), the Board of Education and Federation have agreed to participate in the Ohio Teacher Evaluation System (OTES) Pilot, and;

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

WHEREAS, the Board of Education and Federation have entered into a Collective Bargaining Agreement which is effective through June 30, 2020, which describes 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 currently subject to OTES shall participate in the pilot using the revised evaluation system. Principals, assistant 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 OTES Pilot.

7. Work cooperatively to provide feedback to the Ohio Department of Education to refine the revised draft OTES.

8. That the District will 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 implementation of the assurances and aspects of the framework that are required by the OTES Pilot, 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). Such changes include the following, hereby agreed to by the Board of Education and the Federation as part of this Memorandum of Understanding:

1. Any parts of the Pilot rubric not currently included in the rubric used during the 2018-19 school year will not be used by the Board of Education for purposes of referring teachers under evaluation to

Comprehensive Assistance and Review (CAR), or in determining a teacher's successful completion of the credentialing evaluation process to obtain lead teacher credentials and/or a continuing contract.

2. All teachers and evaluators must receive training on any new components of the evaluation system prior to any evaluative observation.
3. Training on new evaluative components for teachers or evaluators shall: (a) occur during the work day, but outside the teachers' contractual planning times; (b) provide an opportunity for the teachers and evaluators to ask clarifying questions; (c) be approved by the Peer Review Panel; (d) provide on-line materials for teachers and evaluators as a reference tool for the information covered; and (e) include tools and resources to support successful implementation of the Pilot.
4. The Peer Review Panel (PRP), as defined in Section 210 of the collective bargaining agreement, shall be the governing body in developing and approving local written guidelines for implementation of the pilot. Such written guidelines will be completed by June 7, 2019. The PRP Facilitator and members of the PRP will be compensated at their extended-time rate when attending meetings for this purpose that occur at times which fall outside of their employment contract hours and/or days. The resulting guidelines must also be approved by the District Superintendent and the Federation President.

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

For the Federation

For the Board of Education

BY: _____
Julie Sellers, President

BY: _____
Laura Mitchell, Superintendent

DATE: _____

DATE: _____

