

BEST AND FINAL

**Replacement to Board Proposal #1
Memorandum of Understanding
Teacher Evaluation Language Duration Agreement for School Years 2018-2019, 2019-2020 and
2020-2021
December 13, 2018**

In an effort to bring consistency to teacher evaluation and to collect informative data, the Board and Union agree that, notwithstanding any changes to state law or DOE regulations on the teacher evaluation system, Article VII, Section H – Evaluation, as negotiated for the 2018-2019 school year, will be held unchanged for a period of three school years ending at the conclusion of the 2020-2021 school year. In addition, absent changes to state law or DOE regulations on the teacher evaluation system, the Board agrees to leave the evaluation categories, scoring rubrics, look-fors, forms, and processes established for the 2018-2019 school year in place and unchanged for this same three-year period ending at the conclusion of the 2020-2021 school year.

At the end of the 2020-2021 school year, the Board and Union agree to meet and review the data generated over the three-year period and discuss any proposed modifications to the system at that time. Any modification of the language contained in Article VII, Section H – Evaluation shall be subject to the collective bargaining process. At the expiration of this MOU, the Board and the Union agree to meet to discuss the bargainability of those aspects of the teacher evaluation process not contained in Article VII, Section H – Evaluation.

For the Board

Date

For the Union

Date