

Memorandum of Understanding
BETWEEN ST.BERNARD-ELMWOOD PLACE EDUCATION ASSOCIATION
AND THE ST. BERNARD-ELMWOOD PLACE CITY SCHOOL DISTRICT
BOARD OF EDUCATION

This Memorandum of Understanding is entered into this 1st day of August, 2022 by the St. Bernard-Elmwood Place Education Association("Association") and the St. Bernard-Elmwood Place City School District Board of Education("Board").

WHEREAS, the Association and the Board are parties to a Collective Bargaining Agreement("Agreement") effective August 1, 2022 through July 31, 2025; and

WHEREAS, the Board is responsible for implementing a standards-based teacher evaluation policy consistent with the requirements of the Ohio Teacher Evaluation System 2.0 ("OTES 2.0) and is additionally responsible for implementing a standards-based school counselor evaluation policy consistent with the requirements of the Ohio Counselor Evaluation System ("OSCES"); and

WHEREAS, the Board and the Association wish to enter into a Memorandum of Understanding regarding the use of the evaluation systems during the 2022-2025 school years.

NOW, THEREFORE, BE IT RESOLVED by the Board and Association as follows:

1. The OTES 2.0 Instrument shall be utilized to evaluate all teachers engaged in instruction for at least fifty percent (50%) of the time. The ODE approved OSCES instrument shall be used to evaluate all school counselors meeting the definition set forth in Ohio Revised Code section 3319.113. All employees not meeting this definition shall be evaluated according to 5.02 of the Agreement.
2. All evaluators shall be licensed administrators employed by the Board who have been credentialed through the Ohio Department of Education. The Board may use credentialed consultants to perform evaluations that are not part of this official process.
3. The Board shall maintain an Evaluation Team composed of an equal number of teachers, appointed by the President of the Association, and administrators, appointed by the Superintendent. The Evaluation Team's purpose shall be to review the Board policy, any procedures, and timelines for the evaluation system and make recommendations to the Board of Education. The Evaluation Team shall meet, as necessary, to discuss any conflicts and collaborate on mutually-agreeable solutions. Committee members shall not receive compensation.
4. If a mutually-agreeable solution is not reached by the committee, and the outlying issues materially affect terms and conditions of employment, the Board will have a bargaining obligation over those areas that are in disagreement before implementations. The Association may exercise any and all rights in accordance with the Collective Bargaining Agreement and Ohio Revised Code Chapter 4117.

IN WITNESS WHEREOF, the duly authorized representatives of the ST. BERNARD-ELMWOOD PLACE CITY SCHOOL DISTRICT BOARD OF EDUCATION and ST. BERNARD-ELMWOOD PLACE EDUCATION ASSOCIATION have executed this Memorandum on the dates opposite their signature.

ST BERNARD-ELMWOOD PLACE
CITY SCHOOL DISTRICT BOARD OF EDUCATION

Date: 8/22/22

Mimi Webb

Superintendent

ST.BERNARD_ELMWOOD PLACE
EDUCATION ASSOCIATION

Date: 8/19/2022

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President SBEPEA