



## DISTRICT ADMINISTRATIVE OFFICE

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### MEMORANDUM OF UNDERSTANDING

between

The Big Walnut Local Board of Education and the Big Walnut Education Association

RE: Member Evaluation Due to COVID-19

DATE: January 20, 2021

The Big Walnut Education Association (Association) and the Big Walnut Local Board of Education (Board) agree that Article XI - Member Evaluation and all other articles/items that reference member evaluation throughout the negotiated agreement will be revised as below for the 2020-2021 school year due to the COVID-19 pandemic and recent legislative changes.

- Evaluations will be completed as possible or practicable and mutually agreed upon by the teacher and the evaluator for the 2020-2021 school year.
- Every effort will be made to complete evaluations for all staff but especially those in the final year of a limited contract. However, where mutual agreement between the teacher and evaluator does not occur, teacher preference will be honored and the evaluation will be considered impractical if the teacher was significantly impacted by the COVID-19 pandemic.
- Any evaluation not completed by May 1, 2021 will be deemed impossible or impracticable for the 2020-2021 school year.
- Any bargaining unit member with an incomplete evaluation for the 2020-2021 school year shall retain their previous evaluation rating until they have completed a full evaluation cycle, as defined by the current Collective Bargaining Agreement and Ohio Revised Code.
- Any bargaining unit member with an incomplete evaluation for the 2020-2021 school year shall be subject to a complete evaluation cycle during the 2021-2022 school year, in compliance with the requirements of the current Collective Bargaining Agreement and Ohio Revised Code.
- No bargaining unit member may be nonrenewed due to an incomplete evaluation for the 2020-2021 school year.

All other provisions of the current collective bargaining agreement shall remain unchanged. This MOU shall not be used to establish a precedent or for any other purpose.

This constitutes the entire agreement between the Board and the Association regarding the issues outlined herein. There are no other written or verbal agreements, understandings or arrangements between the parties regarding the issues outlined herein. Any amendment to this MOU must be in writing and signed by all parties.

FOR THE ASSOCIATION:

FOR THE BOARD:

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Georgia Craig, President  
Big Walnut Education Association

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Angela Hamberg, Superintendent  
Big Walnut Local Schools