

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
BRECKSVILLE-BROADVIEW HEIGHTS CITY SCHOOL
DISTRICT BOARD OF EDUCATION
AND
BRECKSVILLE-BROADVIEW HEIGHTS EDUCATION ASSOCIATION

The Brecksville-Broadview Heights City School District Board of Education (hereafter the "Board") and the Brecksville-Broadview Heights Education Association (hereafter "BEA") hereby enter into this Memorandum of Understanding ("MOU") to clarify the implementation of *Section 26: Evaluation* and *Section 27: Implementation of H.B. 153*, of the collective bargaining agreement ("CBA").

WHEREAS, the Board and the BEA have negotiated an evaluation policy in order to comply with the OTES; and

WHEREAS, the Board and the BEA agree that teachers who will retire at the completion of the 2015-2016 school year will be exempt from the procedures outlined in the evaluation process;

THEREFORE, the parties agree that:

1. Any teacher who submits a resignation letter for the purpose of retirement to the Superintendent on or before November 1, 2015 shall be exempt from evaluation under the OTES and shall be evaluated under the original terms of Section 26: Evaluation.

2. The Parties agree this Memorandum of Understanding is not precedent setting and is not to be referenced or relied upon in any other matter, regardless of whether other matters present similar circumstances.

BRECKSVILLE-BROADVIEW
HEIGHTS CITY SCHOOL DISTRICT
BOARD OF EDUCATION

BRECKSVILLE-BROADVIEW
HEIGHTS EDUCATION
ASSOCIATION

Date: _____

Date: _____