

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 a new evaluation policy in order to comply with the OTES Model; and

WHEREAS, the Board and the BEA agree that the initial implementation of this new evaluation policy may present additional challenges for teachers and administrators during its first year of implementation; and

WHEREAS, the Board and the BEA agree that teachers who are retiring at the end of the 2013-2014 school year should be exempt from the procedures outlined in the new 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, 2013 shall be exempt from being evaluated under the OTES Model 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: _____