



Exhibit A

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is entered into this 21st day of November 2023 by and between the Buckeye Local School District (“Board” or “District”) and the Buckeye Education Association (“Association” or “BEA”) (collectively the “Parties”).

WHEREAS, the Board and the Association are parties to a collective bargaining agreement for the period of July 1, 2023 through June 30, 2027 (“Negotiated Agreement”);

WHEREAS, the Board and the Association recognize that there is a need to modify Article VII, letter B, number 5 and 6 of the collective bargaining agreement.

THEREFORE, the Parties agree as follows:

- 5. Any teacher, except for new or first year teachers in the district, who receives an evaluation rating of “skilled” shall not be subject to another evaluation cycle until the second school year following the rating in accordance with R.C. 3319.111 unless it is determined, in writing and through a preponderance of the evidence available to the evaluator, that the teacher is not making progress on their professional growth plan.
- 6. Any teacher, except for new or first year teachers in the district, who receives an evaluation rating of “accomplished” shall not be subject to another evaluation cycle until the third school year following the rating in accordance with R.C. 3319.111 unless it is determined, in writing and through a preponderance of the evidence available to the evaluator, that the teacher is not making progress on their professional growth plan.

For the Association

For the Board of Education

BY: _____
Association’s President

BY: _____
Buckeye Local Superintendent