

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between the Buckeye Local School District Board of Education (“Board” or “District”) and the Buckeye Education Association (“Association”) (collectively, the “Parties”).

WHEREAS, the District and the Association are parties to a collective bargaining agreement that remains in effect until June 30, 2021 (“Contract”); and

WHEREAS, Ohio House Bill 404 allows a board of education to elect not to conduct evaluations of district employees, including teachers and school counselors, for the 2020-2021 school year, if an evaluation has not been completed before November 24, 2020, should the district board determine it would be impossible or impracticable to do so; and

WHEREAS, the District and the Association recognize that there is a need for mutual cooperation and collaboration between the parties in order to address the impact of COVID-19 related to employee evaluations, and hereby agree to modify the terms of the current Contract.

NOW THEREFORE, the Parties hereby agree as follows:

1. The parties acknowledge that no bargaining unit member evaluations were completed on or before November 24, 2020.
2. **Evaluations Declared Impossible or Impracticable**
 - a. If a bargaining unit member’s evaluation was not completed on or before November 24, 2020, the Board hereby determines it impossible or impracticable to conduct such evaluations for those bargaining unit members during the 2020-2021 school year, and will not do so. For those bargaining unit members, the “COVID 19” exemption will be selected in eTPES.
 - b. For evaluations that are not complete, the bargaining unit member will maintain the rating and evaluation cycle that were in place at the start of the 2020-2021 school year. For example, a teacher on the full evaluation cycle who had a rating of Developing at the start of the 2020-2021 school year would again be on the full evaluation cycle in the fall of the 2021-2022 school year if the “COVID-19” option was used to close the 2020-2021 evaluation, or if the evaluation was otherwise not completed.
3. For bargaining unit members on an improvement plan set to expire at the end of the 2020-2021 school year, because evaluations will not be completed this 2020-2021 school year, he/she shall remain on an improvement plan next school year, unless the evaluator determines such progress has been made.
4. For the 2020-2021 school year *only*, bargaining unit members applying for continuing contract may do so without a completed evaluation and be considered eligible if the bargaining unit member meets the requirements in Article VII section B and any other applicable District requirements.
5. The parties agree that this Agreement is temporary in nature and will remain in full force and effect until June 30, 2021.

6. This Agreement will thereafter expire and shall not be included in any successor agreement.
7. The parties further agree that this Agreement is not precedent setting in any way.

IN WITNESS WHEREOF the parties do hereby agree to this Memorandum of Understanding.

BUCKEYE EDUCATION ASSOCIATION

**BUCKEYE LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION**

By: _____ Date _____
Association President

By: _____ Date _____
Superintendent

By: _____ Date _____
Board President