

Memorandum of Agreement  
between the  
Nashoba Regional School District Committee  
and the  
Nashoba Regional Education Association — Unit A

August 29, 2018

This Memorandum of Agreement ("Agreement") is entered into by and between the Nashoba Regional School District Committee ("the Committee") and the Nashoba Regional Education Association — Unit A ("the Association" and, together, "the parties").

The Committee and the Association are parties to a collective bargaining agreement covering the time period from July 1, 2017 to June 30, 2020.

The parties have, through collective bargaining, established contract language that governs the process for the evaluation of staff who are members of the Association.

The parties' agreement in the area of evaluation is memorialized in the district's "Educator Evaluation Protocol," including any subsequent Memoranda of Understanding.

Representatives of the parties, working through the district's joint Educator Evaluation Committee have, during the 2017-2018 school year, met to review and develop recommendations for changes to the Educator Evaluation Protocol and its associated timelines.

The Educator Evaluation Committee has agreed upon recommendations for changes which the parties wish to implement for the 2018-2019 school year.

The changes recommended by the joint Educator Evaluation Committee, starting in the 2018-2019 school year, are as follows:

Educators on Two-year Self-Directed Plans will have a minimum of four and a maximum of eight unannounced ("mini") observations during each two-year cycle. In this 2018-2019 school year, educators who are in year two of their two-year plan will have at least one unannounced observation in the 2018-2019 school year, even if that observation puts them over the maximum of eight for the two year cycle (2017-2019). Those same teachers will have a maximum of two unannounced observations in the 2018-2019 school year, even if those two observations cause them to fall short of the minimum four observations in their 2017 to 2019 two year cycle.

Educators on Two-year Self-Directed Plans will have one announced ("formal") observation in the two-year cycle only if it is requested by either the educator or evaluator. Such a request must be made by December 20 of the second year.

The deadline for formative assessments for educators on one-year Developing Educator Plans or one-year Self-Directed Growth Plans will be February 1. This is a change from the previous deadline of January 15. In this 2018-2019 school year, Educator Plans need to be entered into ioEducation/BaseLine Edge prior to the parties having an opportunity to ratify this Agreement. Therefore, the online plans will still show a deadline of January 15 until and unless evaluators change the due date manually. The parties agree, however, that assessments made between January 15 and February 1, 2019 will not be considered late, even though they may appear to be late in ioEducation.

Therefore, the parties agree as follows:

Upon ratification of this Agreement, the changes to the district Educator Evaluation Protocol that are set forth above shall be implemented, to be effective for the 2018-2019 school year.

A new document containing revised language will be created and made available to members of the bargaining unit and to the administration. Any existing documents that refer to any revised Protocol language shall, if practicable, be revised to reflect these changes.

This Agreement is subject to ratification by the Committee and the Association.

Signed on \_\_\_\_\_, 2018.  
\_\_\_\_\_, 2019.

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For the Committee

\_\_\_\_\_  
For the Association