

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is entered into by and between the SPEED Education Association/IEA-NEA (“SEA”) and the SPEED S.E.J.A. District No. 802 (“SPEED”), parties to a Collective Bargaining Agreement covering the 2018-23 school years (“Agreement”) and is subject to all of the terms of the Agreement, including but not limited to, the grievance procedure. The parties do hereby agree as follows:

I. Certified Tenured Staff

- Staff on-cycle for the 2021-22 SY will receive the summative rating from their previous year’s evaluation. Staff will be evaluated in the 2022-23 SY.
- Staff on-cycle for the 2022-23 SY will receive the summative rating from their previous year’s evaluation. Staff will be evaluated in the 2023-24 SY. This term survives the expiration of the 2018-2023 Agreement.
- All certified tenured staff will receive feedback during the 2021-22 SY using the Danielson Framework for Remote Teaching and other currently used feedback tools.
 - *Any certified tenured staff who has a “needs improvement” or “unsatisfactory” rating on the previous year’s evaluation will continue to be evaluated in the 2021-22 SY.

II. Certified Non-Tenured Staff

- All certified non-tenured staff will be evaluated during the 2021-22 SY using the Danielson Framework for Remote Teaching.
- The District will provide the 30% for Student Growth on the evaluation.

III. ESP Staff with Five or More Years

- Staff on-cycle for the 2021-22 SY will receive the summative rating from their previous year’s evaluation. Staff will be evaluated in the 2022-23 SY.
- Staff on-cycle for the 2022-23 SY will receive the summative rating from their previous year’s evaluation. Staff will be evaluated in the 2023-24 SY. This term survives the expiration of the 2018-2023 Agreement.
- All ESP staff in this category will receive feedback during the 2021-22 SY using similar domains identified in the Danielson Framework for Remote Teaching and other currently used feedback tools.

*Any ESP staff in this category who has an “unsatisfactory” rating on the previous year’s evaluation will continue to be evaluated in the 2021-22 SY.

IV. ESP Staff in Years 1-4

- All ESP staff in this category will be evaluated during the 2021-22 SY using similar domains identified in the Danielson Framework for Remote Teaching.

V. Licensed Staff with Five or More Years

- Staff on-cycle for the 2021-22 SY will receive the summative rating from their previous year’s evaluation. Staff will be evaluated in the 2022-23 SY.
- Staff on-cycle for the 2022-23 SY will receive the summative rating from their previous year’s evaluation. Staff will be evaluated in the 2023-24 SY. This term survives the expiration of the 2018-2023 Agreement.

- All licensed professional staff in this category will receive feedback during the 2021-22 SY using similar domains identified in the Danielson Framework for Remote Teaching and other currently used feedback tools.

*Any licensed professional staff in this category who has a “needs improvement” or “unsatisfactory” rating on the previous year’s evaluation will continue to be evaluated in the 2021-22 SY.

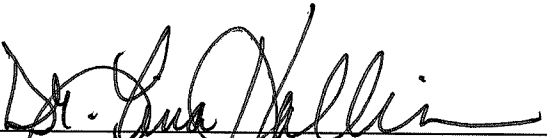
VI. Licensed Staff in Years 1-4

- All licensed professional staff in this category will be evaluated during the 2021-22 SY using similar domains identified in the Danielson Framework for Remote Teaching.

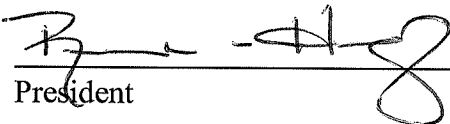
Dated this 15 day of March, 2022

SPEED S.E.J.A. DISTRICT NO. 802

SPEED EDUCATION ASSOCIATION/
IEA-NEA



Dr. Tina Halliman



President