

MEMORANDUM OF UNDERSTANDING

TEACHER EVALUATION

This Memorandum of Understanding (“MOU”) is entered into on the ____ day of _____, 2012, by and between Unified School District No. 259, Sedgwick County, Kansas (the “District”) and United Teachers of Wichita (“UTW”).

RECITALS

The District and UTW negotiating teams have entered into a tentative agreement (“TA”) for the 2012-2013 school year that is subject to being ratified by the District Board of Education and UTW; and,

Pursuant to an existing Memorandum of Understanding, the District and UTW have implemented a pilot teacher evaluation program (the “Pilot Program”); and,

The State of Kansas has recently obtained a waiver from complying with certain requirements of the No Child Left Behind Act; and,

The waiver from certain requirements of the No Child Left Behind Act granted to the State has conditions that require the District to adopt a statewide teacher evaluation system; and,

The District and UTW agree that it is in the best interests of both parties to study for the purpose of implementation any teacher evaluation system that the state may mandate.

The District and UTW agree it is in the best interests of both parties to continue the Pilot Program pending the adoption of a statewide teacher evaluation system; and

NOW, THEREFORE, the District and UTW agree as follows:

1. **Committee.** UTW and the District agree to establish a committee (the “Teacher Evaluation Committee”) whose function will be to oversee the current teacher evaluation program and will be to study for the purpose of implementing any state wide teacher evaluation system that the state is going to require, based on commitments the state made when it obtained the waiver from certain requirements of the No Child Left Behind Act.

2. **Membership.** The Superintendent will appoint four (4) members and the UTW President will appoint four (4) members to the Teacher Evaluation Committee. Such appointments will be made on or before September 15, 2012.

3. **Co-chair.** The Teacher Evaluation Committee will be co-chaired by two (2) persons. One co-chair will be appointed by the Superintendent and one co-chair will be

appointed by the UTW President. The Co-chair appointments will be made from the eight (8) persons who are appointed to serve on the Teacher Evaluation Committee. The co-chair appointments will be made on or before September 15.

4. **Pilot Program in 2012-2013 School Year.** The Pilot Program for the 2012-2013 school year will be the Pilot Program that was used in the 2011-2012 school year. For the 2012-2013 school year, all non-tenured teachers and all teachers who are first year tenured teachers will be evaluated using the Pilot Program.

5. **Reporting.** The Teacher Evaluation Committee will provide a preliminary report to the Superintendent by December 15, 2012, and a final report to the Superintendent by February 15, 2013, that addresses the Pilot Program and addresses the implementation and adoption by the District of the state-mandated evaluation system.

6. **Term.** This MOU shall commence on the date the Teacher Employment Agreement for the 2012-2013 school year is ratified by the Board of Education and by teachers. This MOU shall terminate on June 30, 2013.

The parties have executed this MOU on the date first written above.

UNITED TEACHERS OF WICHITA

UNIFIED SCHOOL DISTRICT NO. 259,
SEDGWICK COUNTY, KANSAS

By _____
Randy Mousley, UTW President

By _____
Tom Powell, Chief Negotiator