

Memorandum of Understanding:

The Parties agree to the following MOA subject to ratification by their respective members:

1. Effective July 1, 2012, the DESE Model Collective Bargaining Language on Educator Evaluation with the modifications specified herein, will be adopted by the Belmont School Committee and the Belmont Education Association Units A and B as a one year pilot program.
2. The "standards" will be the rubrics published by the DESE.
3. No educator will be deemed "Unsatisfactory" for the 2012-2013 school year.
4. A provision will be added to provide that: "the evaluator will be fair and reasonable in judging educator performance, in approving educator goals and in all other facets of educator evaluation."
5. The standing "Advisory Committee" will meet monthly commencing November 2012.
6. Each educator will be assigned one evaluator.
7. Negotiations for a successor agreement will commence by February 1, 2013 to be effective for the school year 2013-2014.
8. At such times that the DESE makes additions or modifications in the regulations concerning educator evaluation, the parties agree to meet and negotiate the impact of such additions or modifications.

9. Each educator shall be responsible for two goals in each evaluation cycle.

10. The determination as to which PTS educators will initially be on a one year and which will initially be on a two year plan will be made in a neutral manner agreed to by the parties to this agreement.

For the Belmont Education Association:



Robert Antonellis, BEA President

5/30/12

Date

For the Belmont School Committee:



Laurie Graham, Belmont School Committee

6/5/2012

Date