

## MEMORANDUM OF UNDERSTANDING

On this 6 day of August, 2014, The School Board of Clay County, Florida ("District") and the Clay County Education Association ("CCEA") hereby enter into this Memorandum of Understanding ("MOU") as an interpretation of the applicability of the Collective Bargaining Agreement now in effect between the parties as it relates to the subject matter described herein.

**WHEREAS**, sections 1012.34 (3)(a)4(b), Florida Statutes, state that all personnel must be fully informed of the criteria and procedures associated with the evaluation process before the evaluation takes place;

**WHEREAS**, the evaluation process is a subject of bargaining;

**WHEREAS**, the parties are in the processes of bargaining for the 2014/15 school year;

**WHEREAS**, the parties reasonably anticipate that bargaining for the 14-15 year will not be completed in time to comply with the above mentioned statute;

**WHEREAS**, this MOU presents an opportunity to comply with the above statute and allow for the 14-15 bargaining process to continue. This MOU is an attempt to ensure that teachers have a fair evaluation process under the current law and acknowledges that timely data must be supplied to teachers and administrators to be effectively used in the teacher evaluation process.

**ACCORDINGLY**, it is hereby agreed as follows:

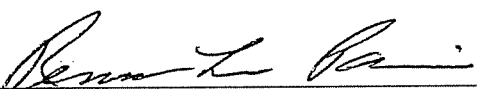
- 1. The Clay Assessment System (CAS) will be used for the 2014-15 evaluation of instructional personnel, as well as *Article XVIII Evaluation of the collective bargaining agreement between the District and the CCEA as tentatively agreed to at the 7/28/2014 collective bargaining session.***
2. The collective bargaining process for the contract for 2014-2017 is not completed;
3. In order to get the updated process to teachers and administrators for use in the 14/15 school year the parties agree to hold a bifurcated ratification.
4. On August 13, 2014 the bargaining unit represented by CCEA will vote on a ratification packet which includes the CAS manual and Article XVIII Evaluation that was tentatively agreed upon at the bargaining table on 7/28/2014.
5. On August 21, 2014 the School Board will vote on a ratification packet which includes the CAS manual and Article XVIII Evaluation that was tentatively agreed upon at the bargaining table on 7/28/2014.

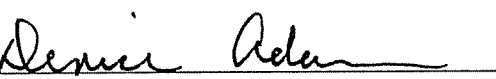
6. Upon ratification by both parties, the CAS manual and Article XVIII Evaluation that was tentatively agreed upon at the bargaining table on 7/28/2014 will be considered a binding contract and subject to all the rights for enforcement and adherence as are currently in place via status quo agreement between the parties.

Agreed upon by the duly authorized signatories stated below:

Clay County Education Association

The School Board of Clay County, FL

by:   
Renna Lee Paiva, President

by:   
Denise Adams, Deputy Superintendent