

To: Mr. Timothy Baldermann, Superintendent/Union 81 BOE

From: The Members of the Teacher's Union
Union Council AFT-Local 604

Dear Mr. Baldermann and BOE,

In light of the current "COVID adjusted" classroom environment we are proposing, and will accept, the following changes to the teachers' evaluation process for the 2020-21 school year only.

1. Any teacher that is scheduled to be evaluated this year can waive a complete formal evaluation and receive the same overall rating they received on their last evaluation.
2. The Superintendent reserves the right to have the Curriculum Director fully evaluate any teacher that he believes at a minimum would not obtain their last rating again this year.
3. The Curriculum Director will still require each teacher to present their goals and participate in conferences to discuss observations.
4. The teachers will receive a written evaluation following observations by the Curriculum Director that will provide feedback and their rating without a number score attached.
5. Any non-tenured teacher, on track for tenure, that receives a proficient or excellent rating will be granted tenure.
6. The Collective Bargaining Unit and all of its members agree that this variation in the evaluation process is not precedent setting and will expire at the end of the 2020-21 school term. Those teachers that are scheduled to be evaluated next year (2021-22) will follow the regular evaluation process and rating instrument.

Agreed to by:

Toni Bene, President Local 604

Timothy Baldermann, Superintendent