

Memorandum of Agreement

The Memorandum of Agreement ("the Agreement") is entered into by and between the two parties, the Somerset Teachers Association (hereinafter "the Association") and Superintendent Jeffrey Schoonover, superintendent of both the Somerset-Berkley Regional School Committee and the Somerset School Committee.

WHEREAS, the association represents the teachers and content coordinators who work for the Somerset -Berkley Regional School District and Somerset Public schools

WHEREAS, the parties wish to memorialize the terms under which the Somerset Teachers Association and Superintendent Jeffrey Schoonover agree to adopt a new evaluation rubric that will be adopted by all of the Somerset Public Schools and Somerset Berkley Regional High School.

NOW, THEREFORE in full consideration of the exchange of promises set forth herein, the sufficiency of which are hereby acknowledged , the parties hereby agree as follows:

1. That the parties will adopt most of the updated version of the DESE evaluation rubric created in August 2018, However, the parties have made some modifications and a deletion of an indicator to the August 2018 DESE evaluation rubric. The changes and deletions to the DESE evaluation rubric are listed below and will be followed by both parties and are substitutes for the specified indicators in the DESE 2018 Rubric.
 - A. "Indicator II-C- Student learning" is **not** going to be adopted at all by the parties to this agreement, and evaluations will not include any of the provisions listed in II-C section of the DESE 2018 evaluation rubric. Indicator II-C Student learning is completely deleted from the evaluation rubric adopted by the Somerset Schools and Somerset Berkley Regional High School.

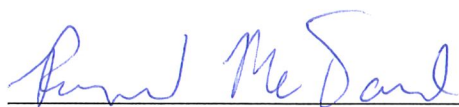
B. III-A-1: Parent/Family Engagement has been changed from the DESE updated rubric and the new language to be adhered to by the parties to this agreement will read as follows:

Unsatisfactory	Needs Improvement	Proficient	Exemplary
Does not welcome families to become participants in the classroom and school community or actively discourages their participation.	Makes limited attempts to involve families in school and/or classroom activities, meetings, and planning.	Uses a variety of strategies to support every family to participate actively and appropriately in the classroom and school community.	Successfully engages most families and sustains their active and appropriate participation in the classroom and school community. Is able to model this element.

C III-C-1: Culturally Proficient Communication- has been changed from the DESE updated rubric and the new language to be adhered to by the parties to this agreement will read as follows:

Unsatisfactory	Needs Improvement	Proficient	Exemplary
Makes few attempts to respond to different family cultural norms and/or responds inappropriately or disrespectfully.	May communicate respectfully and make efforts to take into account different families' home language, culture, and values, but does so inconsistently or does not demonstrate understanding and sensitivity to the differences.	Regularly communicates respectfully with families and demonstrates understanding of and sensitivity to different families' home language, culture, and values.	Regularly communicates respectfully with families and demonstrates understanding and appreciation of different families' home language, culture, and values. Is able to model this element.

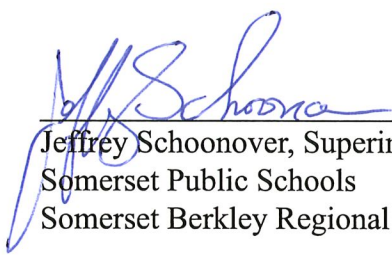
The parties, by their signatures below, acknowledge having read this Memorandum of Agreement, understand it, and agree to be bound by its terms and conditions.



Somerset Teachers Association
Raymond McDonald, President

10-10-2019

Date



Jeffrey Schoonover, Superintendent
Somerset Public Schools
Somerset Berkley Regional School District

10-10-2019

Date