

Tentative Agreement 3.22.11

Brenna Isaacs

Kari Allen

MAY, #, 2011



**MEMORANDUM OF UNDERSTANDING BETWEEN
AURORA PUBLIC SCHOOL DISTRICT AND
AURORA EDUCATION ASSOCIATION
REGARDING**



**SENATE BILL 10-191
“CONCERNING ENSURING QUALITY INSTRUCTION
THROUGH EDUCATOR EFFECTIVENESS”**

Introduction

In May 2010, the Colorado Legislature passed and Gov. Bill Ritter Jr. signed Senate Bill 10-191, which establishes new requirements for local personnel evaluation systems. Among other requirements, this law requires that at least 50 percent of teachers’ evaluation be determined by the academic growth of their students and at least 50 percent of principals’ evaluation be determined by the academic growth of the students in the principal’s school. The law codifies the State Council for Educator Effectiveness, a 15-member body comprised of representatives from key educator stakeholder groups, and charges the council with making recommendations to the state board of education concerning the implementation of new statewide requirements for performance evaluation systems. The state board is required to take action on the recommendations by September 2011. The new requirements must be beta-tested in 2012-13, implemented statewide in 2013-14, and finalized in 2014-15.

Because several of the measures in SB10-191 are dependent on teacher evaluation results based on effectiveness, and because such an evaluation system will not be implemented on a limited basis until the 2012-13 school year, the District and Association, by way of this memorandum of understanding, agree to the following for the 2011-12 school year.

Agreements

1. No measures included in SB10-191 will be implemented in the district in 2011-12.
2. The District will facilitate discussions [REGARDING PERFORMANCE EVALUATION COMPONENTS OF ~~about~~] about SB10-191 with The Teacher Evaluation Revision Committee and The District Performance Evaluation Advisory Committee.
3. The District and the Association will engage in discussions during the first semester of the 2011-12 school year to examine potential changes to the Collective Bargaining Agreement that may be compelled by SB10-191. The structure of these discussions will be determined mutually between the AEA President and the [CHIEF PERSONNEL OFFICER OR DESIGNEES ~~Director of Employee Relations~~] Director of Employee Relations. The conclusions of these discussions will be jointly reported to the District and Association Bargaining Teams.
4. The District and Association agree that Article 18, Teacher Transfers; Article 19, Reduction in Force; and ~~and~~ Article 35, Performance Evaluation; [ARTICLE 44, PILOT SCHOOLS; AND ANY OTHER PERTINENT ARTICLES WITH POTENTIAL AND TIMELY SB10-191 IMPLICATONS] will be jointly open for negotiations for bargaining in the spring of 2012

Date of agreement, May X, 2011 by:

Aurora Public School District
John Barry, Superintendent

Aurora Education Association
Brenna Isaacs, President

Aurora Board of Education
Amy Prince, President
