

DRAFT MOU RE DTGSS PILOT

MILFORD SCHOOL DISTRICT
AND
MILFORD EDUCATION ASSOCIATION

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into by and between the Milford School District ("District") and the Milford Education Association ("Association").

WHEREAS, the District and Association are parties to a collective bargaining agreement which covers all certificated, non-administrative employees, not including substitutes and supervisory personnel;

WHEREAS, the collective bargaining agreement between the parties expires on June 30, 2023;

WHEREAS, Article 18.1 of the collective bargaining agreement addresses educator evaluations and requires evaluations be conducted in accordance with the state-approved system, which is currently the Delaware Performance Appraisal System II ("DPAS II");

WHEREAS, the District has advised the Association that it desires to participate in the Delaware Department of Education ("DDOE") pilot of a new appraisal system, known as the Delaware Teacher Growth and Support System ("DTGSS");

WHEREAS, the District has requested the Association consent to the District's participation in the DTGSS pilot for the 2022-2023 school year;

WHEREAS; the District has entered into a Memorandum of Understanding with DDOE (the "DDOE MOU") governing the District's participation in the DTGSS pilot and establishing certain responsibilities and obligations of both DDOE and the District;

NOW THEREFORE, this 15 day of August, 2022, in consideration of the mutual obligations set forth herein, the parties agree as follows:

1. The District and the Association agree that the DTGSS will be the pilot evaluations system for all classroom teachers for the 2022-2023 school year, unless DDOE amends the evaluation system to be used of the DDOE MOU is terminated, in which case the District and the Association shall meet and confer, except as follows:

- a. Classroom teachers who are on a DPAS II improvement plan at the conclusion of the 2021-2022 school year shall continue to be evaluated using DPAS II for the 2022-2023 school year.
2. The parties agree that for purposes of this MOU, “classroom teacher” means academic, related arts, special education, and CTE teachers, and that “specialist” means school counselor, library media specialists, school nurses, speech pathologists, occupational therapists, school psychologists, special education coordinators, student and family interventionists, and instructional specialists.
3. Any evaluation conducted of a classroom teacher during the 2022-2023 school year shall be done by a credentialed supervisor who has received specific training under the DTGSS.
4. The District agrees that all professional development (support and training) required of teachers relating to DTGSS shall be provided during the teacher work day.
5. The parties agree that no teacher may be moved from the DTGSS evaluation system back to DPAS II during the 2022-2023 school year.
6. The District agrees to identify all educators requiring, for licensing and certification purposes, a DTGSS summative rating for the 2022-2023 school year (e.g., ARTC pathway, educators in 4th year of initial licenses) and to ensure such identified educators receive a DTGSS summative rating.
7. Any challenge or grievance will be conducted in accordance with practices outlined in the relevant appraisal system’s Guide for Teachers and/or the collective bargaining agreement.
8. The District agrees to meet its obligations and responsibilities under the DDOE MOU.

This Memorandum of Understanding may only be amended by written agreement signed by each of the parties, and shall become effective beginning with the date of the last signature hereon and ending June 30, 2023.

MEA President

Superintendent

School Board President