

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (the "Agreement") is made by and between the Gahanna-Jefferson Public School District Board of Education (the "Board"), and the Gahanna Jefferson Education Association (the "GJEA") on July 9, 2024.

WHEREAS, the Board and the GJEA are parties to a current Collective Bargaining Agreement in effect from July 1, 2024, to June 30, 2027; and

WHEREAS, the representatives of the GJEA and the Board via the Evaluation Committee engaged in conversations surrounding the evaluation practices associated with Ohio School Counselor Evaluation System (OSCES).

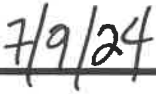
NOW, THEREFORE, BE IT AGREED, by and between the Board and the GJEA as follows:

1. All OSCES requirements and guidelines will be followed with regards to the evaluation of school counselors in Gahanna.
2. School counselors who receive a summative rating of Accomplished on their OSCES evaluation will have the right to select their evaluator from one of the following:
 - an assigned building administrator, provided that the administrator of choice is credentialed
 - the Coordinator of Mental Health and Well-Being
3. School counselors who receive a rating of Skilled on their evaluation may indicate a preference for their evaluator from one of the following:
 - an assigned building ~~school~~ administrator, provided that the administrator of choice is credentialed
 - the Coordinator of Mental Health and Well-Being
4. The Board will not have a responsibility to ensure that school administrators are appropriately credentialed to conduct OSCES evaluations.
5. All other provisions of the Collective Bargaining Agreement currently in effect between the parties hereto and not altered by this Agreement shall remain in full force and for the term of the Collective Bargaining Agreement. No other agreement shall serve to alter the provisions of the current Collective Bargaining Agreement unless agreed to in writing between the parties.
6. All parties further acknowledge, agree and understand that nothing contained herein shall be construed or utilized as "past practice" or "precedent setting" in any related or unrelated, current or future grievance, arbitration, litigation or matter of contract interpretation involving the Board and the GJEA, except to enforce the terms of this Agreement.
7. This Agreement shall constitute the full and complete understanding of the parties concerning this matter and any amendments or modifications shall be in writing and signed by

the parties.



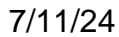
Tracey Deagle, Superintendent



Date



Joan Miller, GJEA President



Date