**BCEA/BOE Negotiations**

**2018 Article Revisions Agreement**

**Article IV**

**Teacher Evaluations**

**4.1**

B. The evaluation cycle for non-tenured teachers shall be one (1) year and for tenured teachers shall be three (3) years. Non-tenured teachers shall receive ~~a minimum of three formative mini observations and conferences (two by the evaluator; one by a peer), one full formative observation and conference, and one summative evaluation (conference only) each year~~ one full observation by a supervisor by November 15th and a second observation by a supervisor by April 15th. A post conference will follow each observation by the supervisor within five (5) working days of each observation. Tenured teachers shall receive one full formative evaluation (observation and conference) each year of their cycle as well as a summative evaluation (conference only) ~~and one peer mini observation~~ during the third year of their cycle. A post conference will follow each observation by the supervisor within five (5) working days of each observation. Both non-tenured and tenured teachers develop a Professional Growth Plan following their summative evaluation that will be due to the evaluator by October 15 of the following school year. An evaluation cycle, once in progress, shall not be interrupted unless mutually agreed upon by the teacher and the principal. All teacher evaluations shall be in accord with Board Policy 3.18 and KRS 156.557.

**PROPOSED**

**4.1**

B. The evaluation cycle for non-tenured teachers shall be one (1) year and for tenured teachers shall be three (3) years. Non-tenured teachers shall receive one full observation by a supervisor by November 15th and a second observation by a supervisor by April 15th. A post conference will follow each observation by the supervisor within five (5) working days of each observation. Tenured teachers shall receive one full formative evaluation (observation and conference) each year of their cycle as well as a summative evaluation (conference only) during the third year of their cycle. A post conference will follow each observation by the supervisor within five (5) working days of each observation. Both non-tenured and tenured teachers develop a Professional Growth Plan following their summative evaluation that will be due to the evaluator by October 15 of the following school year. An evaluation cycle, once in progress, shall not be interrupted unless mutually agreed upon by the teacher and the principal. All teacher evaluations shall be in accord with Board Policy 3.18 and KRS 156.557.

**4.2 Evaluation Procedure**

C. A teacher shall not be evaluated by another teacher. ~~Peer review~~ Learning walks and walk-through’s shall be used for instructional improvement and will not be used for the evaluation process or a teacher’s individual evaluation.

**PROPOSED**

**4.2 Evaluation Procedure**

C. A teacher shall not be evaluated by another teacher. Learning walks and walk-through’s shall be used for instructional improvement and will not be used for the evaluation process or a teacher’s individual evaluation.

**Article III**

**Employment Conditions**

* 1. **Changes of Duties & Responsibilities**

A.It is agreed by the Board of Education and the Association that

the duties and responsibilities of teachers shall be in accord with K.R.S. 161.760 (SALARIES OF TEACHERS, NOTICE -REDUCTIONS AND INCREASE -

ASSIGNMENT OF PERSONNEL) and applicable provisions of this contract.

B. Teachers will be notified ~~90 days prior to the start of schoo~~l, by closing day~~, or which-ever date falls first,~~ of their expected assignment (ie. grade level, subject area, case load) for the next school year. Every attempt will be made to not move a teacher more than two grade levels unless mutually agreed upon by the teacher and administrator at the elementary level.

**PROPOSED**

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the duties and responsibilities of teachers shall be in accord with K.R.S. 161.760 (SALARIES OF TEACHERS, NOTICE -REDUCTIONS AND INCREASE -

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Boone County Board of Education Representative

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BCEA Representative

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Date