

**Memorandum of Understanding between the Teachers Association of Anne Arundel
County and the Board of Education of Anne Arundel County**


This memorandum memorializes an understanding between the Teachers Association of Anne Arundel County (TAAAC) and the Board of Education, regarding rating requirements for the 2019-2020 school year. The following modifications shall be made to the Negotiated Agreement for Fiscal Year 2020.

Article 16 – Evaluation and Rating of Professional Staff

As a result of an inability to complete SLOs, observations, and other rating requirements, Unit I employees will not receive final ratings for the 2019-2020 school year. Unit I employees who were scheduled to be rated in “Professional Practices” during the 2019-2020 school year will be rated in the 2020-2021 school year, which will reset the current three (3)-year evaluation cycle. The 2020-2021 rating shall be based on all observations conducted during the 2019-2020 school year and a minimum of one observation in the 2020-2021 school year. All MSDE requirements, existing provisions of the Negotiated Agreement, and standard AACPS rating protocols will apply.

This agreement shall not establish a precedent in the negotiation of any future agreements on the terms and conditions of this memorandum were agreed to by the undersigned representatives of the parties on June 12, 2020.

For the Board:



Melisa D. Rawles, Esq., Chief Negotiator

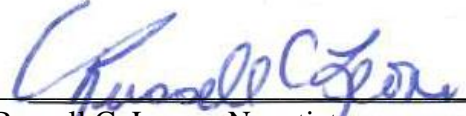


Angie Kennedy-Auth, Negotiator

For TAAAC:



Keith Wright, Chief Negotiator



Russell C. Leone, Negotiator

Memorandum of Understanding between the Teachers Association of Anne Arundel County and the Board of Education of Anne Arundel County

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Article 16 – Evaluation and Rating of Professional Staff

A. Definition of Terms will be modified to state:

“Professional Practice is 70% of the rating process that appraises the Unit I employee’s performance in the six domains of quality learning environment, planning for learning, instructional delivery, student learning behaviors, assessment for learning, and professional behaviors.

In addition, Unit I employees shall complete 1 SLO which will be 30% of the rating process.

This agreement shall not establish a precedent in the negotiation of any future agreements on the subjects addressed herein.

The terms and conditions of this memorandum were agreed to by the undersigned representatives of the parties on November 16, 2020.

For the Board:

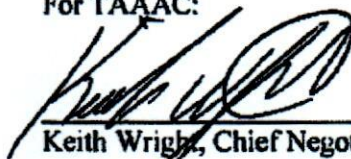


Melisa D. Rawles, Esq., Chief Negotiator

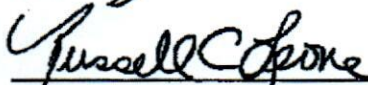


Dawn M. Lucarelli, Ph.D., Negotiator

For TAAAC:



Keith Wright, Chief Negotiator



Russell C. Leone, Negotiator