

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding entered into this the 19 day of September, 2022 by and between the **ADAMS COUNTY OHIO VALLEY SCHOOL DISTRICT BOARD OF EDUCATION** (hereafter the "Board") and the **OHIO VALLEY EDUCATION ASSOCIATION** (hereafter the "Association"),

WHEREAS, the Board and the Association are parties to a Collective Bargaining Agreement (hereafter the "Agreement"), the effective dates of which are July 1, 2022 through June 30, 2025; and

WHEREAS, the Agreement contains provisions relating to reductions in force; and

WHEREAS, the parties wish to supplement those provisions with this Memorandum of Understanding

NOW THEREFORE, it is hereby **AGREED** as follows:


1. Comparability shall be determined based upon the three year average of the evaluation ratings, if available, with the lowest average score being deemed the least comparable rating. The numerical values for the evaluation ratings shall be as follows:
 - a. Accomplished – 4
 - b. Skilled – 3
 - c. Developing – 2
 - d. Ineffective – 1

For the purposes of determining comparability, the following bands shall be deemed comparable:

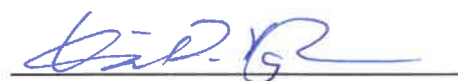
4.0-3.0
2.9-2.0
1.9-1.0
.9 or less

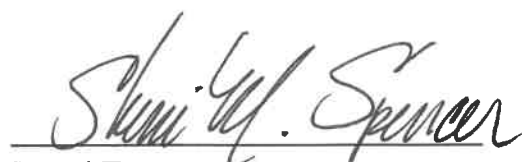
2. In regards to displacement, a member may displace another member in another area of licensure if the reduced member has a higher rating on the evaluation rating. If there is more than one member in the lowest category below the reduced member's category, then the least senior member in that lowest category shall be reduced. If there are no members in a lower category, but there are members in the same category as the member being reduced, then the reduced member may displace the least senior member in that category. If the reduced member is less senior than all other members in that same category, then no displacement will occur.
3. For recall, the Board of Education will recall the higher rated members with the appropriate licensure first. If two or more members are rated in the same categories, then the more senior member will be recalled.
4. Recall for developing and ineffective shall be for one year and two years for accomplished and skilled.
5. This Memorandum of Understanding shall expire on June 30, 2025.

**ADAMS COUNTY OHIO VALLEY
SCHOOL DISTRICT BOARD OF
EDUCATION**


Board President

**OHIO VALLEY EDUCATION
ASSOCIATION**


Association President


Board Treasurer