

MEMORANDUM OF AGREEMENT

APPR 3012-c

EXHIBIT 2

**BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND BOARD OF EDUCATION OF THE SMITHTOWN CENTRAL SCHOOL DISTRICT, hereinafter referred to as "The District" and SMITHTOWN SCHOOLS ADMINISTRATORS ASSOCIATION, hereinafter referred to as "The Association";**

**WHEREAS**, the District and the Association have entered into negotiations in accordance with the requirements to implement an evaluation system pursuant to Chapter 103 of the Laws of New York, § 3012-c and 100.2(o) of the Commissioner's Regulations for all building principals; and

**WHEREAS**, as a result of said negotiations the parties have agreed to the annual evaluation procedure and review process contained in the APPR application submitted to New York State via the Review Room Portal.

**NOW THEREFORE**, the following has been agreed upon by the parties.

1. The parties have mutually agreed upon using the Multi-Dimensional Principal Performance Rubric (MPPR) in regards to the Local 60% of the composite portion score for all building principals.
2. The parties have agreed to continue to negotiate all evaluation timelines and procedures to be used in the 2012-2013 school year and will do so prior to the start of the school year.
3. Local 60 Points- The parties agree that since there are several sub-domains within the MPPR rubric that cannot be measured or evaluated by isolated school visits, and that "multiple measures" must be used, the parties have agreed to use a mutually agreed upon list of school documents as evidence in support of the associated MPPR domain or sub-domain.
4. The parties agree that all observations and/or evaluations of building principals shall be done by a duly trained and certified administrator.
5. The HEDI Bands for Point Allocation for the 60 Points shall be as follows:

RATING	POINT RANGE
Highly Effective	59-60
Effective	54-58
Developing	40-53
Ineffective	0-39

6. The parties agree to use the following Achievement Measures for the purposes of the Local 20 Student Achievement measure for the 2012-2013 school year:

## Local 20 Measure of Student Achievement:

School	LOCAL SELECTED MEASURE 20/15
Elementary	Student performance on district wide locally selected measure approved for teacher evaluations (NWEA)
JH/MS	Student performance on district wide locally selected measure approved for teacher evaluations (NWEA)
HS	Student performance on district wide locally selected measure approved for teacher evaluations (NWEA)

7. The parties agree to use the Principal Improvement Plan set forth in the application for all "developing" or "ineffective" ratings.

8. The parties agree to use the Appeals Process set forth in the application for all "developing" or "ineffective" ratings.

9. The district hereby agrees that due to the uncertainty that exists surrounding the initial introduction of this evaluation process that they will not use an "ineffective" rating received in the 2012-13 school year as the basis, or as evidence, in an expedited 3020-a hearing as outlined in Education Law 3012-c.

10. The parties agree that all provisions of this agreement, including all appendices, shall sunset and become null and void effective June 30, 2013. The parties agree that they must renegotiate all aspects and details of this agreement that are subject to negotiation as per Chapter 103 of the Laws of New York, § 3012-c and 100.2(o) of the Commissioner's Regulations and agree to begin negotiations for a successor agreement no later than March 1, 2013.

The parties agree that the elements contained within this Supplemental Memorandum of Agreement shall be incorporated into the District's 2012-13 APPR Plan Document.

SO AGREED, this 18<sup>th</sup> of July, 2012

THE DISTRICT

By: 

Superintendent of Schools

THE ASSOCIATION

By: 

Association President