

## SUPPLEMENTAL MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND BOARD OF EDUCATION OF THE NEWBURGH ENLARGED CITY SCHOOL DISTRICT, hereinafter referred to as "The District" and THE NEWBURGH TEACHERS' ASSOCIATION, hereinafter referred to as "the Association" or "the NTA";

WHEREBY, the parties agree to add to their APPR plan document the following procedures that shall apply to the observation of those teachers who are subject to the requirements of 3012-c of the New York State Education Law and Part 30-2 of the Regents Rules

1. All classroom Teachers shall be subject to observation in the following sequence – first a formal period long observation preceded by a pre-observation conference and followed by a post-observation conference. Then , there will be an unannounced observation of between 15 and 20 minute duration, that will occur within a two week period of time as communicated via email by the evaluator to the teacher. An additional announced observation of between 15 and 20 minute duration may be performed solely for the purpose of obtaining evidence to complete the components of the evaluator rubric.
2. In determining whether a subcomponent shall be given a rating of H, E, D, or I, the teacher shall be credited with the highest observed rating for that sub-component noting their ability to perform at that level.

SO AGREED this 23 day of May, 2012

THE DISTRICT:

Ralph A. Pizzo

THE ASSOCIATION:

Terrence VanDyke