

## MEMORANDUM OF AGREEMENT

Whereas the Haverhill Education Association (“Association”) and the Haverhill School Committee (“Committee”) (jointly, “the parties”) have a dispute with respect to the utilization of “Learning Walks” as described in their collective bargaining agreement and

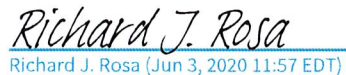
Whereas the parties wish to resolve this dispute without further expenditure of resources,

The Association and the Committee agree as follows:

1. Learning Walks, Instructional Rounds, and other like peer review procedures where teachers observe other teachers are intended to gauge the overall climate, culture, and instruction within a school, program, or department, and entail walking into multiple classrooms, usually for less than five (5) minutes each.
2. Observations from Learning Walks summarize the aggregate climate, culture, and instruction rather than commenting on individual teachers, and are used to talk about observed patterns and trends across classrooms. There will be no written notes. Learning Walks are not observations for the sake of the evaluation system and do not result in feedback to individual educators.
3. Learning Walks will be scheduled no less than two (2) weeks in advance. There will be scheduled dates for when people will be observed as well as who will be observing. Staff can be visited no more than three (3) times a year for a Learning Walk, unless they consent to additional visits.
4. Upon execution of this Agreement, the Association shall withdraw from arbitration the grievance in AAA Case No. 01-19-0003-2324 from arbitration, with prejudice against refileing. Each party shall bear its own costs, if any.
5. This Agreement does not constitute an admission of fault or wrongdoing by either party, and shall not be construed as such in any forum.

  
For the Association

Date: 05/01/2020

  
Richard J. Rosa (Jun 3, 2020 11:57 EDT)

For the Committee

Date: 06-03-2020