AMENDMENT TO
MEMORANDUM OF AGREEMENT
ANNUAL PROFESSIONAL PERFORMANCE REVIEW (APPR)
For CLASSROOM TEACHERS (3012-d)

Questar III and the RCG Teachers’ BOCES Association agree to the following amendments to the Memorandum of Agreement – Annual Professional Performance Review (APPR) for Classroom Teachers (3012-d) for the 2016/17 school year (AGREEMENT), entered into on or about September 21, 2016.

1. Paragraph 5 of Section IV. B. of the AGREEMENT is amended to read as follows:

   5. Observations will be based on observable rubric subcomponents, however all Thoughtful Classroom Dimensions and Episodes must be addressed across the total number of annual observations. Thoughtful Classroom Dimensions and Episodes that are part of the rubric but not observed during the classroom observation may be verified during pre-observation or post-observation conferences where appropriate under the rubric. Teachers will have the opportunity to produce evidence of Dimension #10, Professional Practice, during all post-observation conferences or at meetings with the principal (for example, a printout from My Learning Plan (MLP) of professional development undertaken or certificates from continuing teacher education sessions or courses taken). Evidence relating to Dimension #10 must be submitted to the principal no later than June 1 to be included in the principal’s observation of the teacher for rating purposes. Evidence of Professional Practice performed in June, 2016 may be considered under Dimension #10.

2. Paragraph 6 of Section IV.B. of the AGREEMENT is amended to read as follows:

   6. Each observation shall be evaluated on a 1 – 4 scale, to be calculated as the average of points accrued (1-4 scale) in each observed category in the rubric. In the event a teacher earns a score of 1 on all rated components of the practice rubric across all observations, a score of 0 will be assigned. Teachers will be notified of the Dimensions and Episodes observed during the observation during the post-observation conference. With the exception of evidence of Dimension #10, teachers will be provided an opportunity to present evidence of missing dimensions and episodes not formally observed within 10 working days from the post-observation conference. Evidence of missing dimensions and episodes not formally observed will
be submitted to the principal to be included in the principal’s observation of the teacher for rating purposes.

3. The paragraph entitled **APPR Subject to Appeal** Procedure in Section VI. is amended to read as follows:

**APPR Subject to Appeal Procedure**

Any tenured teacher aggrieved by a composite Overall APPR rating of either “ineffective” or “developing” may appeal that APPR. A tenured teacher may not file multiple appeals regarding the same performance review or TIP. All grounds for appeal must be raised within one appeal.

In accordance with Education Law §3012-d, an APPR which is the subject of a pending appeal shall not be sought to be offered in evidence or placed in evidence in any Education Law §§3020-a and 3020-b or any locally negotiated alternate disciplinary proceeding until the appeal process is concluded.

4. All references in the Agreement to My Learning Plan (MLP) and OASYS will reference their new name, Frontline Education – PD and Evaluation.

All other terms and conditions of such AGREEMENT not amended by this AMENDMENT continue in full force and effect.

**QUESTAR III**

By: [Signature]

**RCG TEACHERS’ BOCES ASSOCIATION**

By: [Signature]

Signed: 11/8/10