

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (the "Agreement") is made by and between the Gahanna-Jefferson Public School District Board of Education (the "Board"), and the Gahanna-Jefferson Education Association (the "GJEA") on January 22, 2026.

WHEREAS, the Board and the GJEA are parties to a current Collective Bargaining Agreement in effect from July 1, 2024, to June 30, 2027 (the "CBA"); and

WHEREAS, "Evaluation Procedure" is addressed in Article VII(E)(6) of the CBA; and

WHEREAS, the CBA is silent regarding what can occur if an Employee is in the less-frequent OTES evaluation cycle and the evaluator has noted deficiencies during the required observation; and

WHEREAS, the Board and GJEA wish to establish an interim process to be utilized until the expiration of the current Collective Bargaining Agreement on June 30, 2027,

NOW, THEREFORE, BE IT AGREED, by and between the Board and the GJEA as follows:

1. Effective for the 2025-2026 and 2026-2027 school years, the Board will follow the steps outlined below if deficiencies are noted during an off-year observation.
 - A. The evaluating administrator may implement an improvement plan.
 - B. The employee may be offered peer mentoring.
 - C. The evaluating administrator may schedule up to two (2) additional off-year observations.
 - D. The completion of three (3) off-year observations and implementation of an improvement plan in a contract renewal year will be considered notice for the employee that the District is considering non-renewal of the employee's contract.
2. All other provisions of the Collective Bargaining Agreement currently in effect between the parties hereto and not altered by this Agreement shall remain in full force and for the term of the Collective Bargaining Agreement. No other agreement shall serve to alter the provisions of the current Collective Bargaining Agreement unless agreed to in writing between the parties.
3. All parties further acknowledge, agree and understand that nothing contained herein shall be construed or utilized as "past practice" or "precedent setting" in any related or unrelated, current or future grievance, arbitration, litigation, or matter of contract interpretation involving the Board and the GJEA, except to enforce the terms of this Agreement.

4. This Agreement shall expire on June 30, 2027 and shall constitute the full and complete understanding of the parties concerning this matter and any amendments or modifications shall be in writing and signed by the parties.



Joan Miller
GJEA President

1/23/26

Date



Tracey R. Deagle, Ph.D.
Superintendent

1/22/25

Date