

## 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";

WHEREAS, the District and the Association mutually agree to incorporate the following agreement regarding the Local Measures of Student Achievement and Growth for the 2011-12 and 2012-13 school years into the District's APPR Plan Document for teachers covered by Education Law Section 3012-c and Part 30-2 of the Regents Rules:

1. For the 2011-12 school year only, the parties agree to use State test data for students belonging to teachers of record who are covered under Part 30-2.4 of the Regents Rules as a measure of student achievement, based upon the percentage of students who reach the Target as articulated in Appendix "1" annexed hereto. Points will be allocated based upon the Table set forth below the Target in Appendix "1". The use of this Local 20 measure of student achievement shall sunset, becoming null and void in all regards after its implementation for the 2011-12 school year upon receipt of the State data.
2. For the 2012-13 school year, the parties agree to use the TerraNova assessments to measure student growth for Grades K-8. TerraNova assessments shall be administered during the month of September and again during the month of May to measure growth. A teacher of record shall earn points based upon the percentage of students belonging to that teacher of record that show growth during the 2012-13 school year, in accordance with the Table set forth in Appendix "2" annexed hereto.
3. For Grades 9-12, or any other class for which the TerraNova assessments will not be administered, during the month of September 2012, based upon the learning content of the student learning objectives (SLOs) as developed by the District, in consultation with grade level and/or content area teams, each teacher of record shall develop an achievement Target for his/her class for the purpose of the Local measure of student achievement to be approved by their respective building principals. This measure shall be based upon the achievement of students on their rosters, in accordance with the Table Set forth in Appendix "2". If 75% of the students belonging to a teacher of record meets the established student achievement Target, then 15 points shall be awarded to the Teacher, and a scale that articulates all points that may be earned (0-20) is contained in Appendix "2". Upon the State's introduction of its Value-Added Growth Model, the Local measure of student achievement or growth shall be reduced to 15 Points in accordance with law, and the Table set forth in Appendix "3" will be utilized to ascertain the teachers' local point allocation (0-15).
4. The use of the measures of student Growth and Achievement set forth in paragraphs "2" and "3" above shall sunset, becoming null and void in all regards after their implementation for the 2012-13 school years.

SO AGREED, this 27 day of June 2012, subject to approval of the Board of Education.

THE DISTRICT

By: Ralph P. Pizzo

THE NTA

By: Patricia W. [Signature]