

**MEMORANDUM
OF UNDERSTANDING
between the
BALTIMORE COUNTY BOARD OF EDUCATION
and the
TEACHERS ASSOCIATION OF BALTIMORE COUNTY (TABCO)**

The Board of Education of Baltimore County (“Board”) and the Teachers Association of Baltimore County (“TABCO”) (hereinafter jointly referred to as “Parties”) hereby enter in this Memorandum of Understanding (“MOU”) which serves as a supplement to the Parties’ 2024-2027 Master Agreement (MA).

WHEREAS the Parties understand that their primary mission is the education of the county’s students, and

WHEREAS the Parties agree that, where applicable, all terms of the MA between the Board and the Association remain in full force, and

NOW THEREFORE, intending to be legally bound hereby, the parties agree as follows to the two (2) options for observations for educators who are effective or highly effective in a formative year participating in a pilot. Educators who are selected for participation in this pilot may opt-out. The principal will work with the pilot educators to either select option a or option b for all educators in their building. The purpose of the pilot is to enhance the process for providing feedback through the observation and evaluation process.

A. Option A – One Formal Observation (Rated)

- i. Preconference (optional per 13.2.5 of the Master Agreement)
- ii. Scheduled/announced observation
- iii. Formal Observation Tool (Rated)
- iv. Written feedback on all performance areas
- v. Feedback conference

B. Option B – Three Informal Observations (Not Rated)

- i. No preconference
- ii. Unscheduled/unannounced Observation
- iii. Informal Observation Tool (Not Rated)
- iv. Written feedback in at least one performance area with all performance areas addressed by the end of the year
- v. Feedback conference

This MOU will be effective August 25, 2025, through June 30, 2025.