

**Pittsburg Education Association (PEA)
Counter No. 2 to Article 10 Evaluation
February 25, 2021**

**Memorandum of Understanding (MOU)
Joint Evaluation Committee**

The District and the Association agree that the current evaluation tool does not specifically address the work that is performed by Counselors, Psychologists, Teachers on Special Assignment, Behavior Specialist, and Speech Language Pathologists. The Parties agree to establish a joint committee ("Committee") to jointly develop and make recommendations for the evaluation procedures for Counselors, Psychologists, Teachers on Special Assignment, Behavior Specialist, and Speech Language Pathologists.

1. Joint Evaluation Committee

1.a. The Committee will be comprised of eight (8) members, four appointed by the PEA President and four appointed by the Superintendent. PEA shall have the right to remove and reassign PEA members as needed. The Committee shall work on identifying and creating "standards" that match their direct job duties. Standard 6: Developing as a Professional Educator shall be included in any newly bargaining evaluation tool. The Committee shall not change the language of the current Collective Bargaining Agreement. If the Committee finds there may be a conflict with their recommendation and the current language, they should note this in their report to their respective parties.

1.b. The Committee will determine its own schedule of meetings. Meetings shall begin within 30 days after the signing of the MOU and the meetings shall suspend at the end of the contracted school year. The Committee shall resume meeting again in September 2021 and shall provide in writing input by October 10, 2021 to both parties. The Committee shall be co-chaired by one member appointed by PEA and one member appointed by the Superintendent. If meetings are scheduled outside of the workday, PEA members on the Committee shall be paid the certificated hourly rate of pay.

1.c. The bargaining parties shall meet during the 2021-22 negotiations to bargain new evaluation tools for the bargaining unit members listed above. The final bargaining evaluation tool shall be ratified by both parties and implemented in the 2022-2023 school year.

2. This MOU shall not be precedent setting and shall sunset on June 30, 2022.

Date: Andrea McKinney-Webster
4-23-2021

For PEA: Andrea McKinney
PEA Bargaining Chair

Date: E. Tamondong-Bradley
4.23.2021

For District: Evelyn Tamondong-Bradley
Assistant Superintendent
Human Resources