

Memorandum of Understanding

Fairfield-Suisun Unified School District & Fairfield-Suisun Unified Teachers Association

The above-mentioned parties enter into a non-precedent setting agreement in regards to Evaluation-Article 10. The proposed changes listed below in bold will go into effect upon the parties' signature to the MOU. This MOU will sunset on June 30, 2022, with the set dates for evaluation being in effect as outlined in the agreement.

Article 10 - Evaluation

3. Certificated Evaluation Process using CSTP

a. This process will be used to evaluate all certificated unit members:

1. Permanent unit members will be evaluated once every two (2) years. Permanent unit members who receive a "Does Not Meet CSTP" or at least two "Progressing Towards CSTP" ratings on their evaluation may be evaluated in the subsequent year. The formal evaluation of a permanent unit member may be deferred to a third year by mutual agreement with their site administrator. If so, the "once-every-two-year cycle" specified in this paragraph will start over. **It is agreed by the parties to waive evaluation as stated in this article for the 2021-22 school year. Furthermore, the evaluation cycle for bargaining unit members who earned a satisfactory evaluation for the 2019-20 school year and were scheduled for the 2021-22 school year shall have evaluations moved to 2022-23. Members scheduled for evaluation in 2022-23 shall have evaluations mover to 2023-24.**
2. After being in District for ten (10) years, the formal evaluation of a permanent unit member may be deferred to a five-year cycle by mutual agreement with their site administrator. If so, the "once-every-five-year cycle" specified in this paragraph will start over. **All unit members who currently are on a five-year deferment shall next be evaluated in the year identified as their next evaluation year except for unit members scheduled for 2021-2022. These unit members shall be evaluated in 2022-2023.**
3. Probationary unit members will be evaluated at least once a year. **Members in this classification will be evaluated in 2021-22.**
4. Temporary unit members will be evaluated at least once a year. **Members in this classification will be evaluated in 2021-22.**
5. The self-evaluation pilot will be extended to the 2022-23 school year.

*Site leaders have the ability to informally visit and provide feedback to the bargaining unit member.

Nancy Dunn 10/4/21
Nancy Dunn F-SUTA President Date

Ken Whitemore 10/4/21
Ken Whitemore, FSUSD Date