Memorandum of Understanding
Between
Fairfield - Suisun Unified School District
And
Fairfield-Suisun Unified Teachers Association

Re: Article 10 - Evaluations

In response to the COVID-19 related school closures, Fairfield-Suisun Unified School District (FSUSD) and Fairfield-Suisun Unified Teachers Association (FSUTA) find it mutually beneficial to modify specific language in Article 10 - Evaluations...

We agree to the following modification for evaluations of both probationary and permanent status unit members begun in the 2019-2020 school year. This Memorandum of Understanding (MOU) is not precedent setting and is applicable only for the 2019-2020 evaluation cycle. This MOU sunsets without renewal on June 30, 2020.

Article 10 - Evaluations remain status quo unless specifically modified in this MOU.

Probationary Status Unit Members

As of the date of this agreement, Human Resources confirms all probationary status unit members have completed evaluations. Any probationary status unit member who did not complete the evaluation process shall be considered to have a completed satisfactory evaluation for the 2019-2020 evaluation cycle.

All Probationary 1 unit members continuing employment in FSUSD in 2020-2021 shall be moved to Probationary 2 status.

All Probationary 2 unit members continuing employment in FSUSD in 2020-2021 shall be moved to Permanent Status on the first day of the 2020-2021 school year provided they were in paid status for a minimum of 75% of the 2019-2020 school year.

Permanent Status Unit Members

As of the date of this agreement, Human Resources confirms that there are 74 permanent status unit members with incomplete evaluations based on Article 10 - Evaluations.

A list of these members will be provided to FSUTA. Any permanent status unit member not listed by FSUSD shall be considered to have a completed satisfactory evaluation for the 2019-2020 evaluation cycle.

The following modifications apply only to permanent status unit members included in the list of incomplete evaluations provided to FSUTA by Human Resources.
In progress evaluations shall be accepted as completed based on evidence gathered prior to Friday, March 13, 2020. The requirement for any further evidence is waived. If the final Evaluation form (F-3) was not completed, site administration shall complete this form no later than **April 24**.

Any evaluation form (F-3) without the unit members’ signature shall be emailed to the unit member for comments which shall be added to the evaluation. Post evaluation conferences may occur but are not required. If requested by either party, a post evaluation conference shall take place.

Any listed unit member without a completed evaluation prior to Friday, March 13, 2020 will have the option for the 2019-2020 evaluation to be set aside and a new evaluation begun in the 2020-2021 school year. All observations, evidence, notes and other documents shall not carry forward into the new evaluation in 2020-2021. Requests to have the 2019-2020 evaluation set aside shall be made in writing to Human Resources and FSUTA no later than **April 30**.

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Nancy Dunn        Date
President
Fairfield-Suisun Unified Teachers Association

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Ken Whittemore       Date
Assistant Superintendent, Human Resources
Fairfield-Suisun Unified School District