

**Memorandum of Understanding
Between
the Vacaville Unified School District
and
the Vacaville Teachers Association**

Evaluation Provisions for 2020-2021

This MOU shall go into effect immediately and shall sunset on June 30, 2021, with both parties agreeing that as conditions change and/or the COVID19 pandemic continues beyond June 30, 2021, the parties agree to meet to extend and/or modify this MOU at any time.

Nothing in this MOU shall supersede the collective bargaining agreement, unless otherwise stated.

Unit members with permanent status shall not be evaluated in 2020-2021, with the following exception: an evaluator may choose to do an evaluation of a unit member who's last evaluation included a "1 - Does not meet standards" on any standard on the final evaluation form.

The period of time from the start of the school year through September 30, 2020 shall not be used to evaluate any unit members in order to allow time for bargaining unit members and administrators to adjust to a new model of instruction. The evaluation process shall begin on October 1, 2020, with all observations and final evaluations concluded by the designated end date in the collective bargaining agreement.

No unit member providing Special Education services to students (teachers, psychologists, speech language pathologists, etc.) shall be evaluated based on timeliness of: IEPs, reports and/or assessments.

Any adjustment in evaluation timelines shall be with mutual consent of the evaluator and the unit member.

Replace Article 10.6.2 with:

10.6.2 No unit member shall be required to submit for formal evaluation on more than **two (2)** objectives, the scope of which may include instructional objectives, classroom management, and/or professional development. For evaluations that were started in 2019-2020, there may be up to four (4) objectives, with mutual consent of the evaluator and the unit member.

10.6.2.1 The objectives may be related to a single subject area provided that each objective addresses a separate level of difficulty.

10.6.2.2 Those unit members with program responsibilities may elect to have one of the **two (2)** objectives address an area of program responsibility.

10.6.2.3 The evaluator may elect to have one objective that focuses on District and/or school wide goals.

Chris Hulett
VUSD Assistant Supt. Human Resources

Todd Blanset
VTA President

date