

**MEMORANDUM OF UNDERSTANDING BETWEEN
NORTH MONTEREY COUNTY UNIFIED SCHOOL DISTRICT AND
NORTH MONTEREY COUNTY FEDERATION OF TEACHERS**

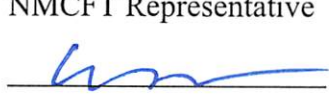
COVID-19 and the 2021-2022 School Year Evaluation Cycles

This Memorandum of Understanding (MOU) between the North Monterey County Unified School District (District) and the North Monterey County Federation of Teachers, Local 4008 (Federation), collectively referred to as “the parties”, sets forth the mutually agreed upon terms related to evaluation cycles during the 2021-2022 school year while the District is still operating in an environment impacted by the COVID-19 pandemic.

1. Unit members on cycle shall be evaluated during the 2021-2022 school year consistent with the collective bargaining agreement. In addition to classroom visits, unit members must provide evaluators access to all synchronous and asynchronous instruction, as well as the District’s Learning Management System they are using and any supplemental online applications adopted by the District. See Appendix A (set forth below and incorporated into this MOU by reference) for the alternate calendar of dates to be used only for the 2021-2022 school year.
 - a. For permanent certificated staff who were on cycle for 2020-2021 and pursuant to Education Code section 44664 (a)(3); those unit members who have been employed at least 10 years with the District, and whose previous evaluation rated the employee as “satisfactory,” shall be deemed to be on a three year evaluation cycle beginning with the 2020-2021 school year as follows:
 - 2020-2021: Off cycle (no evaluation)
 - 2021-2022: Off cycle (no evaluation)
 - 2022-2023: On cycle (Evaluation and back on contractual every other year cycle)
 - b. For permanent certificated staff who were evaluated in 2019-2020 and pursuant to Education Code section 44664 (a)(3); those unit members who have been employed at least 10 years with the District, and whose 2019-2020 evaluation rated the employee as “satisfactory,” shall be deemed to be on a three year evaluation cycle beginning with the 2021-2022 school year as follows:
 - 2021-2022: Off cycle (no evaluation)
 - 2022-2023: Off cycle (no evaluation)
 - 2023-2024: On cycle (Evaluation and back on contractual every other year cycle)
2. Per the Education Code, a unit member may be placed back on the regular evaluation cycle at any time by request of the unit member or evaluator. No changes shall be made to the evaluation cycles for any certificated staff who do not qualify under the language in 1a or 1b of this MOU.

3. This MOU is in effect only for the 2021-2021 school year (the provisions of which extend through the 2023-2024 school year as set forth in section 1 above) and thereafter automatically expires in full without precedent. It may be extended only by mutual written agreement of the parties.


NMCFT Representative

 9/8/21

Kelly Moore

Date

NMCUSD Representative

 9/10/21

Valerie Rogers

Date

Appendix A-Updated for 2021-2022

Activity	Probationary On Cycle	Permanent On Cycle	PPP
Certificated employee informed of the evaluation cycle, status, and will participate in an Informational Meeting in a large group for all "On Cycle" employees.	By August 27 (the End of the 2 nd full week of school).	By August 27 (the End of the 2 nd full week of school).	By August 27 (the End of the 2 nd full week of school).
Express intent to participate in PPP to site administrator		Within 3 work days of the Informational Meeting	Within 3 work days of the Informational Meeting
Certificated employee informed of evaluator	By September 1, 2021,	By September 1, 2021 *Eligible Employees must indicate by September 15th or within 7 working days of the execution of this MOU intent to defer evaluation to 23-24	PPP response within 7 work days of Informational Meeting
Certificated employee drafts focus areas, submits forms, and meets with administrator.	By October 15, 2021	By October 30, 2021	By October 30, 2021 and must include the administrative evaluator
Cycle 1 Complete	By November 19, 2021	Complete by December 10, 2021 (one week before winter break)	Complete by December 10, 2021 (one week before winter break)
Cycle 2 Complete	By January 15, 2022	By February 15, 2022(if required)	By February 15, 2022
Cycle 3 Complete (PPP – Reflection and Formal Observation with Feedback forms)	By March 1, 2022	By April 15, 2022 (if required)	Reflection and Formal Observation with Feedback forms to evaluator By April 15, 2022
Final Meeting – Summary Evaluation	At least 30 calendar days before the last day of the employee's work year	At least 30 calendar days before the last day of the employee's work year	At least 30 calendar days before the last day of the employee's work year and will include the evaluator and partner