

F-16

Memorandum of Understanding Between the  
Fairfield Unified School District and the  
Fairfield-Suisun Unified Teachers Association CTA/NEA  
Determination of the Cycle of Evaluation per  
Article 10 Evaluation FSUSD/F-SUTA Agreement  
September 26, 2007

*This memorandum clarifies and specifies the evaluation cycle for all unit members and supersedes and replaces the **"Memo: Deferral of Evaluation"** signed by some unit members and administrators. This memorandum is a transition document designed to implement provisions in the Collective Agreement regarding evaluation deferment for Permanent Unit Members and specifies evaluation cycles of all Unit Members. All contract language and timelines concerning the evaluation must be adhered to. In order to agree about the timeline on evaluation and to mitigate potential grievances concerning deferment due to the new evaluation tool and procedures, unit members will be placed on the following evaluation cycle.*

*Beginning in the 2007-2008 school year:*

- 1. Permanent Unit Members last evaluated prior to 2005/2006 school year and having met with their administrator this year, in accordance with the timeline provisions of Article 10 shall be evaluated this year, 2007/2008. If both of the foregoing provisions have not been met, these unit members shall be evaluated in 2008/2009.*
- 2. Unit Members last evaluated in the 2005/2006 school year shall be evaluated in the 2008/2009 school year.*
- 3. Unit Members last evaluated in the 2006/2007 school year shall be evaluated in the 2009/2010 school year.*
- 4. All Probationary Unit members, Temporary Unit members, and Unit members in the PAR Program shall be evaluated this school year, 2007/2008.*

*The foregoing provisions then determine the evaluation cycle for all unit members to be implemented according to the Collective Agreement. For Permanent Unit Members, at the conclusion of each successive evaluation, the administrator and the unit members may agree to mutually defer the next evaluation to the third year cycle as stated in Article 10.3.a.1.*

*Rosemary Louissaint*  
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Rosemary Louissaint, Spokesperson F-STUA

*9/26/07*  
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Date

*Ronald Hawkins*  
\_\_\_\_\_  
Ronald Hawkins, Fairfield-Suisun Unified School District

*9/26/07*  
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Date