

**MEMORANDUM OF UNDERSTANDING**  
**between the**  
**FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT**  
**and the**  
**FOLSOM CORDOVA EDUCATION ASSOCIATION**  
*(Evaluation Modifications)*

The Folsom Cordova Education Association (“Association”) and the Folsom Cordova Unified School District (“District”) are parties to a collective bargaining agreement (“CBA”) that expired on June 30, 2023. Due to the high volume of temporary and probationary teachers currently employed by the District, the Parties agree to the following modifications for the 2023/2024 and 2024/2025 school years.

1. Temporary and Probation Evaluations

- a. Article 12.6.2 of the CBA requires temporary and probationary members to receive four (4) observations in the course of their evaluation. The Parties agree to temporarily modify Section 12.6.2 as follows:

For temporary and probationary unit members, the first (1<sup>st</sup>) formal classroom observation shall be conducted no later than the end of the third (3<sup>rd</sup>) week of October, and the second (2<sup>nd</sup>) will be conducted by the end of the first (1<sup>st</sup>) week of December. The third (3<sup>rd</sup>) formal observation shall be conducted by the end of the first (1<sup>st</sup>) week in April.

- b. Bargaining unit members notified by January 20th of non-reelection will not be required to complete the 3rd formal observation.

2. Specified Employee Evaluations Placed In Abeyance

- a. The Parties agree that for the term of this MOU, administrators shall focus on evaluations of temporary, probationary and first year permanent teachers. All other evaluations shall be placed in abeyance. Notwithstanding, a Principal may choose to evaluate a permanent teacher when deemed necessary.
- b. The Parties will commence a subcommittee to discuss the development of a meaningful evaluation instrument. This subcommittee will report to the negotiation teams in January 2024.

Effective July 1, 2025, Evaluations shall be reinstated as originally drafted/scheduled.

FOR THE FOLSOM CORDOVA  
EDUCATION ASSOCIATION

By: 

Date: 8-30-23

FOR THE FOLSOM CORDOVA  
UNIFIED SCHOOL DISTRICT

By: 

Date: 8-30-23