

**SIDE LETTER OF AGREEMENT**  
**between the**  
**FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT**  
**and the**  
**FOLSOM CORDOVA EDUCATION ASSOCIATION**

**Second Side Letter to Evaluation Pilot and New Evaluation Schedule 2024-2025 MOU #23**

MOU #23 defines who will be included in the new pilot evaluation process. The intent of the original language was for each pilot site to evaluate approximately one third ( $\frac{1}{3}$ ) of their eligible staff. The current language in 1.3 will result in pilot sites evaluating up to 58% of eligible staff. In order to closer align with the goal of evaluating one third ( $\frac{1}{3}$ ) of eligible staff, the language of 1.3.1 will be modified to exclude first year permanent teachers. Cohort 1 is now permanent teachers with 1-8 years with the district.

Current language:

- 1.3 Each pilot site will be expected to have approximately one third ( $\frac{1}{3}$ ) of their staff participation in evaluations.
- 1.3.1 All temporary, probationary, and first year permanent teachers will be evaluated as outlined in the new model.
- 1.3.2 Any permanent teacher currently on an improvement plan will also be evaluated.
- 1.3.3 Permanent teachers may choose to volunteer.
- 1.3.4 If there is still insufficient teachers participating, then a lottery system will be used to randomly select teachers from cohort one (1) until one third of the staff are participating.
- 1.3.5 Any non-student rostered certificated staff who are temporary or probationary at a piloting site will use the evaluation system from the previous CBA.

New language:

- 1.3 Each pilot site will be expected to have approximately on third ( $\frac{1}{3}$ ) of their staff participate in evaluations.
- 1.3.1 All temporary and probationary teachers will be evaluated as outlined in the new model.
- 1.3.2 Any permanent teacher currently on an improvement plan will also be evaluated.
- 1.3.3 Permanent teachers may choose to volunteer.
- 1.3.4 If there is still insufficient teachers participating, FCEA and Human Resources will enact a lottery system to randomly select teachers from cohort one (1) until one third of staff are participating.
- 1.3.5 Any non-student rostered certificated staff who are temporary or probationary at a piloting site will use the evaluation system from the previous CBA.

All other language in MOU #23 remains in effect.


Absent mutual agreement, this side letter shall sunset on June 30, 2026.

FOR THE FOLSOM CORDOVA  
UNIFIED SCHOOL DISTRICT

By:   
Sean Martin, Assistant Superintendent

Date: 8/21/25

FOR THE FOLSOM CORDOVA  
EDUCATION ASSOCIATION

By:   
Tracy Suter, Executive Officer

Date: 8-21-25