

Memorandum of Understanding - Amendment  
between  
Carmel Unified School District  
and  
Association of Carmel Teachers

Regarding Issues Relating to the COVID-19 Pandemic

The Carmel Unified School District (“District”) and Association of Carmel Teachers (“Association”) enter this Memorandum of Understanding – Amendment (“MOU”) regarding the issues related to the Covid-19 pandemic.

Unless otherwise noted below, all terms of the current Collective Bargaining Agreement (CBA) shall remain unchanged and in full force and effect, except as expressly stated herein.

The parties agree to the following:

**Evaluations**

Unit members on cycle shall be evaluated during the 2020/2021 school year consistent with the CBA, Article IX. The following provisions will apply for the 2020/2021 school year:

1. Unit members will provide evaluators access to synchronous and asynchronous instruction which will facilitate compliance with the evaluation process outlined in Article IX.
2. For permanent certificated staff on cycle for 2020/2021 and pursuant to Education Code section 44664(a)(3); those unit members who have been employed for at least 10 years with the District, and whose previous evaluation rated the employee as “Meets Standards,” 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)

Per the Education Code, a unit member may be placed back on the regular evaluation cycle at any time by the 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 section 2 of this MOU – Amendment.

3. The following sections of the CBA shall be amended for the period of the MOU as noted below:
  - B. OBSERVATION
    1. Each annual evaluation for first-year probationary teachers will be supported by ~~quarterly (4)~~ **three (3) (second, third, and fourth quarters)** formal classroom observations and shall be followed by a post-observation

conference in which the evaluator and unit member will review each of the areas of observation.

D. REVISION, REVIEW AND ASSESSMENT OF THE PROFESSIONAL AGREEMENT

1. Each non-tenured (year one (1) probationary) certificated unit member and the evaluator shall review the written professional agreement, California Standards for the Teaching Profession (C.S.T.P) Fall Planning/Self-Assessment Form (Appendix G), during each of the ~~four (4)~~ **three (3)** formal observation conferences. Each non-tenured (year two (2) probationary) certificated unit member and the evaluator shall review the written professional agreement, California Standards for the Teaching Profession (C.S.T.P.) Fall Planning/Self-Assessment Form (Appendix G), during each of the two (2) formal observation conferences. The evaluator and unit member shall assess whether or not the terms of the professional agreement are being met.
  
4. The jointly created new evaluation process, which was suspended in the 2019/2020 school year due to the COVID-19 Pandemic, shall continue to be suspended for the duration of the Pandemic. The parties agree that the evaluation committee will meet to discuss and reach agreement prior to the end of the 2020/2021 school year on a new implementation timeline.

Dated: 9/18/20

By: Trisha Dellis

For the District  
Trisha Dellis  
Interim Superintendent  
Carmel Unified School District

Dated: 9/18/20

By: Bill Schrier

For the Association  
Bill Schrier  
President  
Association of Carmel Teachers