

MEMORANDUM OF UNDERSTANDING
Between
APPLE VALLEY UNIFIED SCHOOL DISTRICT
And
APPLE VALLEY UNIFIED TEACHERS ASSOCIATION
September 29, 2020

REGARDING EVALUATION PROCESS FOR 2020/2021 SCHOOL YEAR

AVUSD and AVUTA agree the evaluation process per Article 12 will be modified as follows for the 2020/2021 school year:

Evaluation for Probationary Certificated Employees:

Probationary, Intern, and any other certificated unit members that have not obtained permanence with AVUSD will be evaluated during the 2020-2021 school year adhering to all contractual timelines in the CBA.

Evaluation for Permanent Certificated Employees participating in PAR and/or with a 2019/2020 evaluation with an overall rating of Unsatisfactory:

Those permanent bargaining unit members that are currently enrolled in the Peer Assistance Review program or a subject of Article 12.E.7 (received an overall unsatisfactory evaluation for the 2019/2020 school year) shall remain on the evaluation cycle for the 2020/2021 school year.. Members in PAR will continue to receive support from their PAR support provider and site administrator. Evaluation cycles will resume for the 2021-2022 as per the Collective Bargaining Agreement.

Evaluation for Permanent Certificated Employees:

The Evaluation Process will be suspended for the 2020-2021 school year for permanent unit members. Any permanent certificated employee with a desire to participate in the evaluation cycle shall provide a written request to their immediate supervisor for consideration and shall adhere to contractual timelines.

Certificated employees remaining in the evaluation cycle shall receive written information from their site administrator(s) on District goals, objectives, performance standards, teacher evaluation/observation criteria and forms no later than ten (10) instructional days from the execution of this MOU.

Apple Valley Unified School District



Dustin Conrad

9/29/2020
Date

Apple Valley Unified Teachers' Association

DocuSigned by:
Christopher Watkins
UB51/SD 108EA-100
Christopher Watkins

9/29/2020

Date