MEMORANDUM OF UNDERSTANDING BETWEEN THE
FRESNO UNIFIED SCHOOL DISTRICT
AND
THE FRESNO TEACHERS' ASSOCIATION
November 4, 2025

WHEREAS, Article 16 of the Parties' Collective Bargaining Agreement provides for certain timelines and procedures regarding the evaluation of both probationary, temporary, and permanent certificated employees;

WHEREAS, in light of the District's 2025-2026 Goals and Guardrails, the Parties are mutually interested in addressing employee performance to ensure alignment with best practices.

NOW, THEREFORE, the parties agree as follows:

1. Effective only for the 2025-2026 school year, only the following employees shall receive formal evaluations:
    a. All probationary, temporary, and intern unit members;
    b. All individuals, regardless of their status, who have been employed in their current positions for less than one year;
    c. All permanent employees who are legally required to be evaluated in the 2025–2026 school year. (i.e. Individuals who previously received a formal evaluation during the 2022-2023 school year and have not been evaluated since); and
    d. All individuals whose most recent overall evaluation rating is "not meeting standards" regardless of the date of the most recent evaluation.

2. For permanent unit members who do not meet any of the criteria described in (1) above, who are in good standing, and whose most recent overall evaluation rating is "growth expected" or above, the evaluation cycle is extended to exempt that unit member from evaluation for the 2025-2026 school year.

3. All permanent unit members who are eligible for the five-year evaluation cycle under Education Code §44664 and whose cycle includes the 2025–2026 school year shall be exempt from evaluation during the 2025–2026 school year, unless they fall into category (c) above.

4. Except as otherwise changed by this MOU, all other timelines and evaluation procedures provided for in Article 16 shall remain status quo.

5. This MOU shall not establish a past practice and shall be non-precent setting.

6. This MOU shall automatically terminate on June 30, 2026 unless it is extended by written agreement by both parties.

David Chavez, Chief of Human Resources Fresno Unified School District	11/21/25 Date
Louis Jamerson, Executive Director Fresno Teacher's Association	11/21/25 Date