

MEMORANDUM OF UNDERSTANDING
REGARDING THE 2025-26 EVALUATION SYSTEM and the IMPLEMENTATION of the REVISED
CALIFORNIA STANDARDS for the TEACHING PROFESSION

BETWEEN THE MENLO PARK CITY SCHOOL DISTRICT (MPCSD)
AND MENLO PARK EDUCATION ASSOCIATION (MPEA)

August 21, 2025

This Memorandum of Understanding (MOU) is entered into by and between the Menlo Park City School District and the Menlo Park Education Association, collectively referred to as "the parties."

This agreement pertains to the Collective Bargaining Agreement (CBA) between the parties, specifically Article 10, the Professional Assessment Program. The current CBA language (10.2) states that the criteria for evaluation "shall be supplemented by the most current California Standards for the Teaching Profession and Continuum of Teaching Practice, which together with the first criterion shall constitute the standards for the evaluation of unit members. These standards will be utilized in the evaluation forms that are attached to this Agreement as Appendix C."

The parties acknowledge that the California Standards for the Teaching Profession (CSTP) have been recently revised as of April 2024. The parties mutually agree that additional time is necessary for both bargaining unit members and their evaluators to fully understand and effectively implement these new standards.

Therefore, the parties agree as follows:

1. For the 2025-2026 school year only, the evaluation of returning unit members shall be based on the 2009 California Standards for the Teaching Profession and the 2012 Continuum of Teaching Practice that were in place prior to the most recent revisions.
2. The evaluation forms and related materials located in Appendix C of the CBA for the 2025-2026 school year shall continue to reflect these previous standards, with the following exceptions:
 - a. Forms have been updated for clarity and usability.
 - b. Teachers in their first year of evaluation (Level 1) in the 2025-2026 school year will be evaluated on three of the six 2024 California Standards for the Teaching Profession.
3. The purpose of this one-year pause is to provide the parties with sufficient time to collaborate on understanding the revised standards, calibrating expectations, co-creating updated evaluation forms, and developing comprehensive training materials for all members and evaluators.
4. The parties affirm their shared goal of fully implementing the newly revised California Standards for the Teaching Profession and the corresponding Continuum of Teaching Practice (when published) for the 2026-2027 school year.
5. This MOU shall not be considered a precedent for any future matter or dispute between the parties and will expire in full on June 30, 2026, unless mutually extended in writing by the parties.

Signed:

Kristen Gracia

2025-08-19

Grant Connor

2025-08-19

Kristen Gracia,
MPCSD Superintendent

Grant Conour,
MPEA President