

MEMORANDUM OF UNDERSTANDING #25-26-24
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and the
FOLSOM CORDOVA EDUCATION ASSOCIATION

New Evaluation Pilot for 2026-2027

The Folsom Cordova Unified School District ("District") and the Folsom Cordova Education Association ("FCEA"), collectively referred to as "the Parties," enter into this Memorandum of Understanding ("MOU") regarding pilot of the new evaluation model and update on the Evaluation Modifications 2024-2025 MOU #23 from August 2023.

1. Expanded Pilot for Rostered Bargaining Unit Members

- 1.1 All sites will use the new evaluation model for all temporary and probationary teachers beginning in August 2026.
- 1.2 Following an abeyance in evaluations, the resumption of evaluations for permanent, rostered certificated bargaining unit members will proceed in the following cohorts. The cohorts described below are designed to break all permanent teachers into manageable groups; however, individual sites may need to adjust depending on the number of temporary or probationary teachers and the number of administrators/evaluators until all evaluations are caught up.
 - 1.2.1 2026-2027 Cohort 1: Teachers who are in year 2-5 of permanent status with the district;
 - 1.2.2 2027-2028 Cohort 2: Teachers who were in year 6-12 of permanent status in 2026-2027;
 - 1.2.3 2028-2029 Cohort 3: Teachers who were in year 13 or more of permanent status in 2026-2027 with the district.
 - 1.2.4 Any permanent teacher who participated in the pilot during 2025-2026 will rejoin their cohort upon the subsequent round of evaluations.
 - 1.2.5 In future years, permanent teachers who are at year two (2) of permanent status will join the cohort being evaluated that year. Cohort placement based upon years in the district were meant for managing the resumption of district wide certificated evaluations after the three year abeyance.
- 1.3 All school administrators and others performing evaluations will receive presentation prepared by the Evaluations Subcommittee on the new model including practice norming observations and effective coaching in July 2026.

- 1.4 All sites will receive prepared training at the August staff meeting. Evaluator is responsible to update anyone hired after that date or absent from the training.
- 1.5 Depending on funding availability and the need for evaluation support, a Peer Advisor, or comparable position, will be piloted.
 - 1.5.1 If funding can not be found for a stand alone position, then trained volunteer(s) from our Mentor Teachers or Lead Teachers will be identified to perform those duties.
 - 1.5.2 The primary goal is to relieve pressure on those elementary sites without an assistant principal and more than anticipated unit members needing evaluation.
 - 1.5.3 Peer Advisor(s) will follow the process outlined in MOU #24, May 2025 Teacher Evaluation Pilot Contract Language (extend through the 2026-27 school year).

2. New Pilot for Non-rostered Bargaining Unit Members

- 2.1 Temporary, probationary, or permanent certificated staff who have been with the district for 2-5 years will use the newly developed draft rubrics to complete evaluations for 2026-27.
- 2.2 All Evaluators will receive the same prepared training as site administrators prior to the start of the instructional calendar July/August 2026.
- 2.3 Alternative training times for non-rostered Bargaining unit members will occur by the end of August if members are not available at a sites' training date or are not assigned to a site. The evaluator is responsible to update anyone hired after that date or absent from the training.
- 2.4 Survey after the final evaluation April 2027
 - 2.4.1 Both Bargaining teams will review the survey results and determine if a second pilot year is needed by April 2027.
 - 2.4.2 Unless changes are made in future pilots, non-rostered certificated staff will follow the same cohort schedule as rostered staff until all evaluations are caught up and join a cohort as described above.

The new evaluation model will be in effect for a one year pilot beginning the 2026-2027 school year.

One pilot Peer Advisor is approximately \$170,000 to be paid for through one-time funding.

FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

By: _____

David Byrd, Executive Director
Human Resources

Date: _____

May 20, 2026

FOR THE FOLSOM CORDOVA
EDUCATION ASSOCIATION

By: _____

Tracy Suter, Executive

Date: _____

5-20-26

Board Approved: _____

06/04/2026