

MEMORANDUM OF UNDERSTANDING BETWEEN
THE VISALIA UNIFIED SCHOOL DISTRICT AND
VISALIA UNIFIED TEACHERS ASSOCIATION
PEER ASSISTANCE AND REVIEW (PAR) PROGRAM

The Visalia Unified Teachers Association ("VUTA") and the Visalia Unified School District ("District"), enter into this agreement to accommodate a mutual understanding between VUTA, and the District to implement the Peer Assistance and Review ("PAR") program during the 2026-2027 school year. The Parties' current Collective Bargaining Agreement ("CBA") is effective through June 30, 2028.

The parties hereby agree to the following:

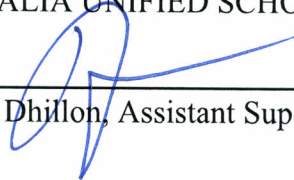
1. This agreement is for these specific circumstances and will not set precedent or practice.
2. VUTA and the District have a common goal of ensuring the quality of teaching provided by VUSD teachers and recognize the value of peer coaching and assistance in aiding the improvement of bargaining unit members' instructional strategies and teaching methodology.
3. The PAR panel shall operate as follows:
 - a. In lieu of the process set forth in Article XVI.B.1 the PAR program shall be governed by a panel of 5-7 members, a majority of whom shall be certificated bargaining unit members selected by VUTA. The remaining members of the Panel shall be certificated administrators selected to serve on the Panel by the Assistant Superintendent of Human Resources Development or his/her designee.
 - b. PAR panel members will serve on the panel for the 2026-2027 school year.
 - c. A quorum for Panel meetings shall be two thirds of the membership with the bargaining unit members making up the majority. Decisions shall be made by consensus when possible. Should a vote be required, action must be taken on an affirmative vote of a simple majority of the panel.
 - d. The Assistant Superintendent of Human Resources Development or his/her Administrative designee shall assist the PAR panel with the following.
 - i. Serving as the chairperson of the PAR panel.
 - ii. Providing training for PAR Panel members as needed.
 - iii. Arranging appropriate training for consulting bargaining unit members.
 - iv. Sending written notification of participation in the PAR Program to the participating bargaining unit member, consulting bargaining unit member, and the principal or designated evaluator.
 - v. Monitoring the progress of the PAR program, including making reports to the Board of Education regarding PAR Program participants and informing the Board of the names of PAR participants who have not demonstrated "satisfactory improvement" after receiving assistance from a

consulting bargaining unit member. All reports pursuant to this provision shall be made to the Board of Education no later than the April Board meeting of the school year in which the PAR Program was utilized to assist a bargaining unit member.

- e. The PAR panel shall continue to be responsible for those responsibilities not otherwise addressed in this agreement, as reflected in Article XVI, B.2 of the CBA.
4. Consulting bargaining unit members shall be selected from the Content Specialists assigned to the Educator Support department by the Assistant Superintendent of Human Resources Development or his/her Administrative designee.
5. The PAR program shall be facilitated as follows:
- a. A bargaining unit member may be referred to PAR when they have received a "Does Not Meet Standards" rating on two or more (≥ 2) elements of their performance evaluation (Forms A5 & A6), including professional duties and responsibilities, on at least two formative professional growth periods.
 - b. PAR shall be limited to addressing those areas of performance set forth in the evaluation document and aligned to those standards selected by the bargaining unit and their evaluation facilitator.
 - c. Bargaining unit members participating in the PAR program shall be formally evaluated by their evaluator during the year of their PAR participation.
 - d. A conference shall be held with the bargaining unit member prior to the implementation of assistance activities through the PAR program. The conference shall occur prior to the beginning of the first evaluation cycle (September 15) or as soon as practicable (i.e. upon appointment of consulting teacher). The conference shall be facilitated by the Assistant Superintendent of Human Resources Development or his/her Administrative designee and involve the bargaining unit member being referred, the evaluator, and the consulting bargaining unit member to begin the development of an assistance plan. If the permanent bargaining unit member so desires, VUTA shall provide representation in this meeting.
 - i. The bargaining unit member shall be informed that his/her participation in the PAR process is required, including engaging in scheduled assistance activities with the consulting bargaining unit member.
 - ii. The PAR assistance plan should include specific goals focused on no more than two (2) specific areas recommended for improvement on the participating bargaining unit member's evaluation.
 - e. The cycle of assistance activities shall include opportunities for:
 - i. Direct observation and consultation with the consulting bargaining unit member, including recommended strategies and next steps;

- ii. Bargaining unit member practice and implementation of recommended strategies; and
 - iii. evaluator observation and support of bargaining unit member's utilization of recommended strategies, which may also include school-based instructional support providers (e.g. Assistant Principal).
- f. Assistance activities, while intense and multifaceted, may be adjusted based on bargaining unit member progress towards goals (e.g. frequency of consulting teacher activities may increase or decrease based on progress). The PAR panel may ask questions and/or make recommendations about assistance activities. The bargaining unit member's evaluator shall be responsible for determining if changes to the intensity of assistance activities are needed.
6. PAR program activities facilitated under this agreement will be utilized by the parties, after all identifying information is redacted, in order to analyze the effectiveness and productivity of the program.
7. The parties intend that the terms of this MOU shall supersede any provision of the Article XVI, Peer Assistance and Review ("PAR") that are in conflict with it. Notwithstanding, the parties agree that those applicable sections of Article XVI in the current CBA will remain in force throughout the duration of this agreement unless both parties agree to alter those sections.
8. Both Parties agree that the bargaining teams will meet in the spring of 2027 to evaluate the effectiveness of this agreement.
9. This agreement is to remain in place through June 30, 2027. With the consent of both parties, this agreement may be extended to support the improvement of bargaining unit members' instructional strategies and teaching methodology.

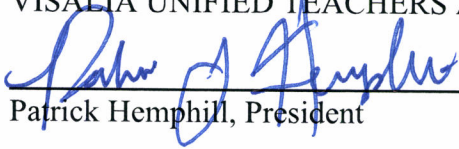
VISALIA UNIFIED SCHOOL DISTRICT



Ben Dhillon, Assistant Superintendent

Date: 9/3/26

VISALIA UNIFIED TEACHERS ASSOCIATION



Patrick Hemphill, President

Date: 9/3/26