

**SIDE LETTER OF AGREEMENT
BETWEEN
SAN MATEO COUNTY OFFICE OF EDUCATION**

**&
SAN MATEO COUNTY OFFICE CHAPTER TEACHERS ASSOCIATION/SAN MATEO COUNTY
EDUCATORS ASSOCIATION**

The San Mateo County Office of Education ("County") and San Mateo County Office Chapter Teachers Association/San Mateo County Educators Association ("Association"), collectively referred to as the "parties," agree to this Side Letter of Agreement ("Agreement") relating to the implementation of revised California Standards for the Teaching Profession (CSTPs)

Purpose

The parties recognize that the California Standards for the Teaching Profession (CSTPs) have been revised and as of 2024 that the revised standards include some changes to the content, language, indicators, and expectations for professional teaching practice. While the titles of the standards have not changed, the number and content of the elements have changed significantly. The purpose of this letter is to document the parties' agreement to update the language within the teacher evaluation forms so that they align with the revised CSTPs beginning in the 2026-2027 school year.

Agreement

1. Updated Evaluation Forms. Beginning with the 2026-2027 school year, the evaluation process will be aligned with the updated CSTPs. The revised CSTPs shall be the basis for goal setting, observational evidence, and summative evaluation. While the evaluation forms will not change, the basis for evaluation determinations will be the revised CSTPs.

2. Evaluation Procedures and Employee Rights. Except for the revisions expressly agreed to in this Side Letter and reflected in the attached evaluation forms, all evaluation procedures, timelines, evaluator responsibilities, employee rights, response and appeal rights, and other protections contained in the collective bargaining agreement shall remain unchanged and in full force and effect.

3. Training and Communication. Prior to implementation of the revised forms, staff shall provide unit members and administrators responsible for conducting evaluations with information and training regarding the revised CSTPs and any impact on the evaluation process. The training shall be designed to support a shared understanding and consistent application of the revised elements.

4. Collaborative Review and Implementation. The parties shall review the revised CSTPs before implementation. The final updated standards shall be attached to this Agreement as Appendix A and incorporated by reference. Any changes to the evaluation process itself shall be discussed during the next round of contract negotiations.

5. No Waiver. Nothing in this Agreement shall be construed as a waiver of either party's rights or obligations under the Educational Employment Relations Act, the California Education Code, or the collective bargaining agreement.

6. Term. This Agreement shall become effective upon signature by both parties and shall remain in effect unless modified or superseded by mutual written agreement or incorporated into a successor collective bargaining agreement.

Non-Precedent

This Agreement is entered solely for the purpose of implementing the teacher evaluation process aligned with the revised CSTPs. It shall not establish a precedent for any other matter or interpretation of the collective bargaining agreement.

Entire Agreement

This Side Letter and its attached Appendix A constitute the parties' entire agreement regarding the subject addressed herein. If a conflict exists between this Side Letter and the collective bargaining agreement, this Side Letter shall be controlled only with respect to the specific subject and duration stated herein.

The undersigned representatives certify that they are authorized to execute this Agreement on behalf of their respective parties.

Lauren Sneed
Lauren Sneed (Sep 15, 2026 10:25:05 PDT)

Lauren Sneed, SMCOCTA/SMCEA President

Tami Moore

Tami Moore, SMCOE Associate Superintendent

Sep 15, 2026

Date

Sep 14, 2026

Date

9.14.26 SMCOE.SMCEA CSTP Side Letter

Final Audit Report

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