

MEMORANDUM OF UNDERSTANDING REGARDING PILOT EVALUATION

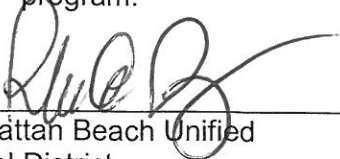
by and between the
Manhattan Beach Unified School District (MBUSD)
and the
Manhattan Beach Unified Teachers Association (MBUTA)

October 5, 2012

This Memorandum of Understanding is effective July 1, 2013 and shall thereafter remain in effect until June 30, 2015 unless modified, extended or terminated by mutual written agreement of the parties.

For purposes of the pilot evaluation program:

1. An evaluation committee shall be established as follows:
 - a. Co-chaired by the District and MBUTA
 - b. Shall meet on an ongoing basis throughout the term of this MOU.
 - c. Four representatives each from District and MBUTA, including the co-chairs (total of eight members).
2. The pilot evaluation shall be in effect for 2013-14 and 2014-15.
3. The pilot evaluation shall apply to all probationary and temporary teacher unit members, and shall be available on a voluntary basis for permanent unit members. Permanent unit members who do not voluntarily participate in this pilot evaluation program will be subject to the evaluation procedures in Article 9 of the collective bargaining agreement.
4. The pilot evaluation process shall be implemented in accordance with the attached documents:
 - a. Description of the Pilot Evaluation Process
 - b. Pilot Pre-Evaluation Conference Form
 - c. Pilot Observation Form
 - d. Pilot Final Evaluation Form
 - e. Rubric of Performance Criteria
5. Evaluating administrators and MBUTA site representatives shall attend a meeting held in the Spring of 2013 led by the joint co-chairs of the evaluation committee to present and discuss the pilot evaluation program.
6. By the first Friday in October, evaluating administrators shall meet collectively with all unit members participating in the pilot program, where members of the joint evaluation committee from MBUTA and the District will present and discuss the pilot evaluation program.



Manhattan Beach Unified
School District



Manhattan Beach Unified
Teachers Association