

**MEMORANDUM OF UNDERSTANDING
EVALUATION**

The Los Angeles Community College District (the "District") and the American Federation of Teachers College Guild Local 1521 (the "AFT") agree to the following:

Current CBA language reads as follows:

Article 42.C.7.b: The committee shall also include its recommendation as to whether the faculty member's overall performance should be rated as meets/exceeds expectations, needs to improve, or unsatisfactory.

Appendix C –Section II, Basic and Comprehensive Evaluation Summary Form For All Faculty:

*The "unsatisfactory" indicator may only be used when based upon a previous "needs to improve" indicator and its related written improvement plan."

The current language allows for potentially conflicting contract interpretations for the use of the "unsatisfactory" rating. Further, the contract language in Appendix C potentially violates California Education Code Section 87608(a).

In an effort to resolve this potentially conflicting contract language, the parties agree to align the current conflicting language within the collective bargaining agreement by **removing** the following language from Appendix C –Section II, Basic and Comprehensive Evaluation Summary Form For All Faculty:

**The "unsatisfactory" indicator may only be used when based upon a previous "needs to improve" indicator and its related written improvement plan."*


The changes in this MOU will take effect beginning in the Spring 2016.

Justification:

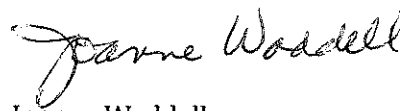
The parties agree to align the current conflicting language within the collective bargaining agreement and to ensure that the language does not potentially violate California Education Code Section 87608(a).

Dated: March 18, 2016

For the District:


Francisco Rodriguez
Chancellor

For the AFT:


Joanne Waddell
President