

MEMORANDUM OF UNDERSTANDING BETWEEN  
THE RIVERSIDE CITY TEACHERS ASSOCIATION AND  
THE RIVERSIDE UNIFIED SCHOOL DISTRICT

The Riverside Unified School District ("District") and Riverside City Teachers Association ("Association") enter this Memorandum of Understanding ("MOU") regarding Phase 1 Evaluations for the 20-21 school year during Distance and Virtual settings based on circumstances surrounding the Novel Coronavirus (COVID-19).

The District and RCTA agree to the following:

Evaluations

- A. Formal observations will not occur until after October 15, 2020.
- B. Employees receiving an evaluation for the 2020-21 school year will be notified of their primary evaluator in writing by October 15, 2020.
- C. Evaluation and goal setting timelines and forms will be submitted via email. Pre and Post conferences will be virtual meetings.
- D. The evaluation for the 20-21 school year shall contain an asterisk (\*) that the teaching and working conditions have changed greatly. These conditions shall be considered and documented in the final evaluation document.
- E. Probationary 1 and 2 employees, any employee on an assistance plan, 1st and 2nd year preschool teachers, 1st and 2nd year Adult School teachers, employees who are on a Temporary contract for the 1st or 2nd year, and employees on Intern Credential contracts will be evaluated for the 2020-2021 school year.
- F. All other certificated employees who do not fall in one of the noted groups above and for whom this is an evaluation year will have a letter placed in their file stating that their evaluation year was skipped for the 20-21 school year due to COVID 19 and the teaching/working conditions having changed greatly.
- G. The following will not be used as considerations for Formal Evaluations:
  - Learner engagement will not be determined by student cameras being on.
  - The lesson content from the class recordings will not be considered as a factor in formal evaluations.
  - The Weekly Engagement Record will not factor into evaluation scoring.
- H. It is understood that if there are circumstances outside of the control of the teacher that occur with technology during the formal observation then it can be rescheduled.

- I. Informal observations and classroom walkthroughs will continue for all employees to provide support and feedback to teachers.
- J. Article XIII Section 1 D of the current RCTA-RUSD CBA is still in effect for the 2020-2021 school year and applies to employees not being evaluated this year. It is understood that if at any time the evaluator believes the employee does not meet the standards of performance, the evaluator shall notify the in writing, describe the nature of the performance, make specific recommendations for improvement, provide for classroom observations, if applicable, and allow sufficient time for improvement. The evaluator shall meet with the employee if such a request is needed. If progress is not demonstrated the evaluator may work with Personnel to determine if a formal evaluation needs to be performed.

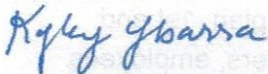
All components of the current Collective Bargaining Agreement (CBA) between RCTA and RUSD not addressed by the terms of this agreement shall remain in full effect.

This agreement is non-precedent setting.

It is agreed and understood this agreement is subject to RCTA review and the approval of the Board of Education.

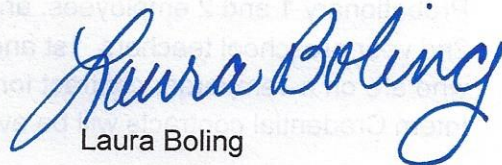
This MOU shall expire on May 28, 2021.

FOR THE DISTRICT



Kyle Ybarra  
Assistant Superintendent, Personnel  
Riverside Unified District

FOR THE RCTA



Laura Boling  
President  
RCTA

[MOU Addendum COVID19 Evaluations RCTA](#)