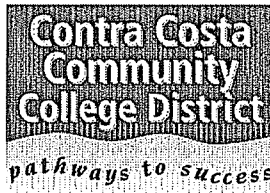


Governing Board

John T. Nejedly, *President*
Tomi Van de Brooke, *Vice President*
Sheila A. Grilli, *Secretary*
John E. Márquez
Robert Calone



Chancellor
Helen Benjamin, Ph.D.

College Presidents
Contra Costa College McKinley Williams
Diablo Valley College Peter García
Los Medanos College Richard Livingston (Interim)

HUMAN RESOURCES DEPARTMENT
Vice Chancellor, Human Resources/Chief Negotiator – Eugene Huff

MEMORANDUM OF UNDERSTANDING
Needs Improvement Evaluation Rating and Improvement Plan

Article X1.2.8.2.3 is worded in a potentially confusing way. This memo is meant to clarify that the intent of the article is not to suggest that probationary faculty can only receive a rating of "Needs Improvement" at the end of the first year or at the end of the second year. In fact, any evaluation can result in a rating of "Needs Improvement," if appropriate, including the first-semester evaluation. However, when a rating of "Needs Improvement" is given at the end of the first year of the probationary period, the timetable for improvement must be one additional year. When a rating of "Needs Improvement" is given at the end of the second year of the probationary period, the timetable for improvement must be two additional years. This is so that improvement plans will coincide with the length of faculty contracts.

To clarify this point, the UF and CCCCDC agree to modify the article as follows:

X1.2.8.2.3 Needs Improvement

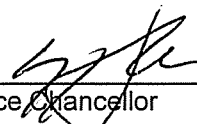
A probationary faculty member who receives "Needs Improvement" shall be recommended to continue in probationary status. A rating of "Needs Improvement" can be made only at the end of the first year of the probationary period for one additional year or at the end of the second year of the probationary period for two additional years.

To:

X1.2.8.2.3 Needs Improvement

A probationary faculty member who receives "Needs Improvement" shall be recommended to continue in probationary status. A rating of "Needs Improvement" can be made **in any evaluation; however**, at the end of the first year of the probationary period **the improvement plan must be** for one additional year **only** or at the end of the second year of the probationary period for two additional years **only**.

FOR THE DISTRICT:

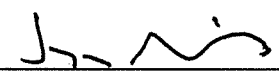


Gene Huff, Vice Chancellor

11/30/11

Date

FOR UNITED FACULTY:



Jeffrey Michels, President

11/30/11

Date