

MEMORANDUM OF UNDERSTANDING

The following memorializes the understanding of the Butte-Glenn Community College District (hereinafter referred to as the "District") and the Butte College Education Association (hereinafter referred to as "BCEA") regarding the forms and outcomes used in the evaluation of all full-time faculty.

For the duration of the 2024-2027 contract or until revised through a superseding memorandum of understanding, technical agreement, or side letter between the District and the BCEA, evaluation forms for all contract and tenured faculty will be revised to include new narrative sections as follows:

- Commendations: This section will be used to identify areas of strength, progress, or professional accomplishments noted by the evaluation team during the evaluation period.
- Recommendations: This section will be used to identify areas for growth or improvement for the faculty member to focus on during the next evaluation cycle. These recommendations will be developed collaboratively by the team and evaluatee and will inform professional goals for continuous improvement, training, and/or professional development.
- Goals: This section will be used to articulate professional goals the faculty member would like to pursue during the next cycle. Goals will be developed by the faculty member and discussed with the evaluation team. These can include goals for professional development, curriculum development, college service, etc. Goals may not be used as the basis for a Administrative Performance Review or a Performance Improvement Plan.

Recommendations for growth or improvement may be used as the basis for scheduling follow-up review focused solely on the recommendations for improvement. Off-cycle reviews initiated under this will utilize a Recommendations Follow-Up Form, focusing exclusively on areas for growth or improvement to track progress. Recommendations Follow-Up Forms will be provided to the BCEA grievance officer(s) Recommendations for growth and improvement in this section are not performance improvement plans (PIPs) and may not be used as a basis for disciplinary actions.

By: 

For BCEA

By: 

By: 

For the District












BCEA MOU Com Rec Goals_June25

Final Audit Report

2025-06-16

| | |
|-----------------|--|
| Created: | 2025-06-09 |
| By: | Kathy Turner (turnerkat@butte.edu) |
| Status: | Signed |
| Transaction ID: | CBJCHBCAABAAjvulhbZ83-dpMOQYGrhH50K380LX1AWe |

"BCEA MOU Com Rec Goals_June25" History

-  Document created by Kathy Turner (turnerkat@butte.edu)
2025-06-09 - 10:19:05 PM GMT- IP address: 205.155.141.8
-  Document emailed to Jason Trento (TrentoJa@butte.edu) for signature
2025-06-09 - 10:19:26 PM GMT
-  Email viewed by Jason Trento (TrentoJa@butte.edu)
2025-06-10 - 9:26:07 PM GMT- IP address: 212.105.152.229
-  Document e-signed by Jason Trento (TrentoJa@butte.edu)
Signature Date: 2025-06-13 - 6:18:48 AM GMT - Time Source: server- IP address: 188.92.255.220
-  Document emailed to Erik Shearer (shearerer@butte.edu) for signature
2025-06-13 - 6:18:49 AM GMT
-  Email viewed by Erik Shearer (shearerer@butte.edu)
2025-06-16 - 2:04:41 PM GMT- IP address: 104.47.56.126
-  Document e-signed by Erik Shearer (shearerer@butte.edu)
Signature Date: 2025-06-16 - 2:04:49 PM GMT - Time Source: server- IP address: 107.3.186.138
-  Document emailed to Chris Little (litlech@butte.edu) for signature
2025-06-16 - 2:04:51 PM GMT
-  Email viewed by Chris Little (litlech@butte.edu)
2025-06-16 - 2:36:45 PM GMT- IP address: 205.155.141.8
-  Document e-signed by Chris Little (litlech@butte.edu)
Signature Date: 2025-06-16 - 7:10:19 PM GMT - Time Source: server- IP address: 205.155.141.8
-  Agreement completed.
2025-06-16 - 7:10:19 PM GMT