

Settlement Agreement between the AFT 1493 and District regarding *San Mateo Community College Federation of Teachers, Local 1493 v. San Mateo County Community College District, Unfair Practice Charge SF-CE-2893-E.*

The AFT 1493 filed an unfair practice charge against the San Mateo County Community College District alleging that it failed to negotiate changes to the parties' evaluation procedure regarding faculty evaluation for Student Learning Outcomes ("SLOs"). Subsequent to the AFT filing its charge, the parties signed a memorandum of understanding regarding Faculty Performance Evaluations, establishing a Task Force to negotiate the parties' evaluation procedure starting in Fall 2012. These Task Force negotiations will include the use of SLOs in faculty evaluation. A copy of this Task Force MOU is attached to this Agreement as **Attachment A**.

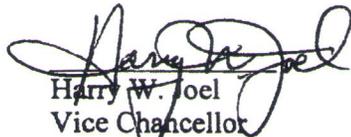
Because the parties have agreed to these negotiations over the evaluation procedures, including evaluating faculty on their participation in the development of SLOs, the parties concur that the District has satisfied its promise to the ACCJC on this matter.

Accordingly, to avoid the expense of a hearing, and because any ruling on whether or not faculty may be evaluated on the development of SLOs will soon be moot by the Task Force's negotiations, the parties agree to settle this matter as follows:

1. The AFT agrees to withdraw Unfair Practice Charge SF-CE-2893-E against the District and cancel the hearing;
2. Since the Task Force MOU gives the Task Force the right and obligation to negotiate the faculty evaluation criteria, including evaluation criteria related to faculty development of SLOs, the parties agree that until the Task Force concludes its negotiations, and new evaluation procedures are implemented, the District will not evaluate faculty based on SLOs; and
3. By agreeing to this resolution, neither the AFT nor the District have changed their original positions on this matter.

For the District:

For the AFT:



Harry W. Joel
Vice Chancellor
Human Resources & Employee Relations
San Mateo Community College District

4-16-2012
Date



Joaquin Rivera
Chief Negotiator
AFT Local 1493

4/16/12

Date