

**TEMECULA VALLEY UNIFIED SCHOOL DISTRICT  
TEMECULA VALLEY EDUCATORS ASSOCIATION, CTA/NEA**

**Memorandum of Understanding**

Employee Support Plan Notification Form

February 9, 2026

This Memorandum of Understanding (“MOU”) is entered into between the Temecula Valley Unified School District (“District”) and the Temecula Valley Educators Association (“Association”).

**1. Purpose**

As part of the General Education Teacher Pilot Evaluation Forms and Process MOU dated June 6, 2025, the parties agreed to reconvene to negotiate a form that may be used by evaluators to communicate with on-cycle unit members regarding areas of required growth and plans for support. The Employee Support Plan Notification Form was jointly developed by the District and the Association to address this provision.

**2. Use of the Form**

During the remainder of the 2025-2026 school year, the Employee Support Plan Notification Form may be used by site administration, at their discretion, to support discussions with unit members regarding identified areas of concern and to collaboratively identify support strategies and growth activities.

The form is intended to promote clarity, communication, and professional growth. Use of the form is optional and not required. Use of the Employee Support Plan Notification Form does not replace, modify, or supersede any previously agreed to evaluation procedures and/or timelines.

The parties agree to reconvene in the fall of the 2026-2027 school year to evaluate the effectiveness of the form and discuss the use of the form moving forward.

**3. Term**

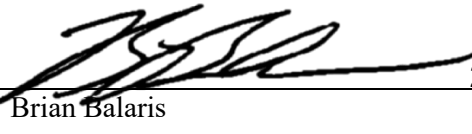
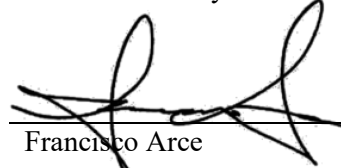
This MOU shall remain in effect for the duration of the General Education Teacher Pilot Evaluation Forms and Process MOU, unless extended by mutual agreement of the parties.

**4. Non-Precedent Setting**

This MOU is non-precedent setting and shall not be cited to support any interpretation of the Collective Bargaining Agreement beyond the specific terms set forth herein.

Temecula Valley Unified School District

Temecula Valley Educators Association



Francisco Arce  
Assistant Superintendent  
Human Resources Development

2/9/2026  
Date

Brian Balaris  
Bargaining Chair  
TVEA

2/9/2026  
Date



TEMECULA VALLEY  
UNIFIED SCHOOL DISTRICT

TEMECULA VALLEY UNIFIED SCHOOL DISTRICT  
Employee Support Plan Notification Form

Employee Name:	Employee #:	Site:	Date of Conference:
Title/Subject/Grade Level:	Employment Status (Circle): Temporary                      Intern Probationary - 0 or 1 or 2 Permanent/Tenured	Evaluating Administrator:	

Initially Selected Standards:	<input type="checkbox"/> Curriculum Design	<input type="checkbox"/> Classroom Environment	<input type="checkbox"/> Instruction	<input type="checkbox"/> Professional Culture
Identified Area(s) of Need:	<input type="checkbox"/> Curriculum Design	<input type="checkbox"/> Classroom Environment	<input type="checkbox"/> Instruction	<input type="checkbox"/> Professional Culture

**Administrator Statement of Concern:**

<b>Support Plan (What will we do to meet this goal?):</b>	<b>Potential Options:</b> <ul style="list-style-type: none"><li>● Observe Other Teachers</li><li>● Support from TOSA</li><li>● Assign Mentor</li><li>● Co-Teach Lessons</li><li>● Co-Plan Lessons</li><li>● Participate in PD</li><li>● Increased Admin Feedback</li><li>● Other _____</li></ul>
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**Support Plan Progress Meeting Held on:** \_\_\_\_\_

Currently Meeting Standard                       Growth Noted                       Additional Supports

**Notes on current status in area of concern and list additional supports provided:**

<b>Evaluator Signature:</b>		<b>Date:</b>	
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<b>Evaluatee Signature:</b>		<b>Date:</b>	
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