

Side Letter of Agreement
Between
Merced Community College District
And
Merced College Faculty Association
And
James Wilkins

The parties to this side letter agreement are the Merced Community College District ("District"), the Merced College Faculty Association Chapter 770 CTA/NEA ("Association"), and James Wilkins ("Employee").

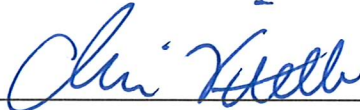
Due to the late start date of the Employee and the necessity to develop an evaluation tool appropriate to the Employee's function as an Instructional Designer, the parties agree that the evaluation timeline for the Employee must be adjusted from fall to spring for the Employee's first-year tenure track evaluation.

Therefore, the parties agree to the following terms for the Employee's first-year tenure track evaluation:

- 1) The timeline for spring evaluation shall follow the timeline established for the second evaluation pursuant to Article IX(5) and Appendix K #8-15.
- 2) If the evaluation of the Employee is deemed to be unsatisfactory, the employee will be given a second evaluation pursuant to Appendix K for the Employee's first year as soon as practicable.

The parties also agree that the evaluation timeline for the Employee will revert back to fall timeline pursuant to collective bargaining agreement Article IX(3) and Appendix K for second, third, and fourth year evaluations.

For The District




Chris Vitelli, Superintendent/President

1/10/20

Date

For The Association




Rich Randall, President

1-9-20

Date

Employee



James Wilkins

1-8-20

Date