



## Memorandum of Understanding

Between

California School Employees Association and its Merced College Chapter 274

and

Merced Community College District

### Electronic Evaluations

This memorandum of understanding is entered into by and between the California School Employees Association and its Merced College Chapter 274 ("CSEA") and the Merced Community College District ("District") regarding the implementation of electronic evaluations in place of the current paper evaluation process.

**WHEREAS**, the District seeks to implement electronic evaluation forms through NeoEd's Perform Module to support the District's paperless initiative; and

**WHEREAS**, the electronic forms mirror the existing paper forms, and the overall evaluation process remains unchanged; and


**WHEREAS**, the Perform Module provides features including journal entries, electronic routing and signatures, secure storage of evaluations, and automated reminders and tracking tools to ensure timely completion of evaluations.

**THEREFORE**, the parties agree as follows:

- The District will implement the Perform Module for all classified evaluations starting in December 2025.
- The District shall use the NeoEd Perform Module in place of paper evaluations for CSEA-represented employees.
- Employees shall retain all rights under the CBA, including the right to rebuttals, which will be stored with the evaluation in the personnel file.
- The District shall provide training to supervisors and employees on the use of the system.
- Any future modifications to the evaluation process shall be subject to negotiation with CSEA.

This MOU shall take effect upon ratification by CSEA Chapter 274 and adoption by the Merced College Board of Trustees.

For CSEA


  
Richard Orozco (May 21, 2026 15:38:48 PDT)

CSEA Chief Negotiator, Richard Orozco

For the District



Superintendent/President, Chris Vitelli

  
Darwin Duncan (May 22, 2026 07:02:18 PDT)

CSEA LRR, Darwin Duncan