

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
OAK GROVE SCHOOL DISTRICT  
AND  
OAK GROVE EDUCATORS ASSOCIATION**

The Oak Grove School District (“District”) and the Oak Grove Educators Association (“OGEA”) agree to this Memorandum of Understanding with respect to OGEA Article 12 of the parties’ collective bargaining agreement. The parties specifically agree as follows:

1. The District shall pay one hour of non-instructional extended duty pay per seven (7) days of Independent Study length for teachers assigned to an elementary school setting, inclusive of Christopher TK-8 and Indigo K-8. For short term independent study programs lasting 8 - 15 days, compensation would round to two hours as illustrated below, consistent with Article 12.5.4.2 of the OGEA contract


For any amount of days from 1 to 7 days	= 1 hour of non-instructional compensation
For any amount of days from 8 - 15 days	= 2 hours of non-instructional compensation

2. The District shall pay teachers assigned to Intermediate Schools who participate in independent study programs 1/2 hour of non-instructional extended duty pay per student per period for every seven (7) days of independent study For programs lasting 8-15 days, compensation will change to 1 hour. This is consistent with article 12.5.4.2 of the OGEA contract
3. Extended duty responsibilities of OGEA members completing independent studies programs for students will include planning, progress monitoring, assessing and log completion.
4. This Agreement shall have no precedential effect nor create a past practice.

The undersigned parties represent that they have read and understand the terms of this Agreement and that they are authorized to execute this Agreement.

Dated: January 16, 2026

For the OGSD:



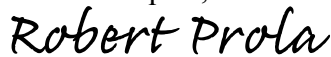
Amy L. Boles, Associate Superintendent, Human Resources

For OGEA:



[Luis Velasquez \(Jan 24, 2026 12:20:51 PST\)](#)

Luis Velasquez, OGEA President



[Robert Prola \(Jan 27, 2026 15:00:38 PST\)](#)

Robert Prola, OGEA Benefits Committee Representative/OGEA Vice President












# MOU.OGEA 2026 MOU Short Term ISP

Final Audit Report

2026-01-27

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