

**OAK GROVE SCHOOL DISTRICT
OAK GROVE EDUCATORS' ASSOCIATION**

TENTATIVE AGREEMENT

October 4, 2018

The Oak Grove School District ("District") and the Oak Grove Educators' Association ("OGEA") have negotiated and reached a tentative agreement on Article 10 (Evaluations) of the collective bargaining agreement ("Agreement"). No tentative agreement shall be a final agreement except as a part of a total package agreement between the parties. Both parties agree that final approval of the entire comprehensive agreement is subject to ratification by OGEA bargaining unit and approval by the Governing Board. Both parties agree to recommend the total package agreement to their constituents.

1. The Parties agree for the 2018-19 school year to use the following employee performance evaluation and observation forms for purposes of completing the observations and evaluations under Article 10 (Evaluation) on a pilot basis for employees in the following classifications:
 - Adapted PE
 - Counselor
 - Nurses
 - Psychologist
 - Speech Language Pathologist
 - Teacher on Special Assignment

2. The Parties agree to continue using the employee observation and performance forms under Appendix D-1 and D-2 to the 2016-19 Collective Bargaining Agreement between the Parties for the 2018-19 school year and for classroom teachers and other certificated employees not in any of the classifications listed in Paragraph 1 since those forms were previously circulated and are currently in use by school site administrators.

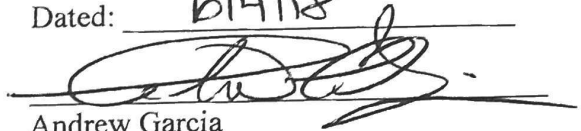
3. The Parties further agree that Appendix D of the CBA will be updated to reflect the inclusion of these new evaluation forms, attached hereto and incorporated herein as part of this TA, as follows:
 - D-1A Classroom Observation Form
 - D-1B Teacher--Formal Evaluation Summary
 - D-2A Adapted PE—Observation Form
 - D-2B Adapted PE--Formal Evaluation Summary
 - D-3A Counselor—Observation Form
 - D-3B Counselor--Formal Evaluation Summary
 - D-4A School Nurse—Observation Form
 - D-4B School Nurse—Formal Evaluation Summary
 - D-5A Psychologist—Observation Form

- D-5B Psychologist--Formal Evaluation Summary
- D-6A Speech Language Pathologist—Observation Form
- D-6B Speech Language Pathologist--Formal Evaluation Summary
- D-7A Teacher on Special Assignment—Observation Form
- D-7B Teacher on Special Assignment--Formal Evaluation Summary
- D-8 Certificated Performance Improvement Plan
- D-9 Eligibility for Five Year Evaluation Cycle
- D-10 Mutual Agreement for Participation in Alternate Evaluation Form
- D-11 Completion of Alternate Evaluation Form

4. The Parties agree to update Article 10 prior to October 15, 2018 to identify any updates or changes that need to be made to reflect the use and reference of the new evaluation forms and the correct ratings as used on those forms. An updated version of Article 10 reflecting these technical changes will be generated and circulated on or before October 15, 2018.

On Behalf of the District

Dated: 10/4/18



Andrew Garcia
Assistant Superintendent, Human Resources
Oak Grove School District

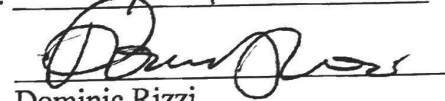
On Behalf of the OGEA

Dated: 10/4/18



Bob Profa
OGEA Bargaining Chair

Dated: 10/4/18



Dominic Rizzi
OGEA President