

TENTATIVE AGREEMENT

FONTANA UNIFIED SCHOOL DISTRICT
& FONTANA TEACHERS ASSOCIATION
DECEMBER 15, 2014

ARTICLE 9 EVALUATIONS

1 9.4.9 No formal observation shall take place prior to the determination of the bargaining
2 unit member's standards or completion of the process identified in 9.4.3 above.

3 9.5 Observation And Evaluation

4 9.5.1 The basic purpose of the evaluation document is to:

5 9.5.1.1 Identify successful completion of chosen standards,

6 9.5.1.2 Provide meaningful feedback to bargaining unit members so that standards
7 evaluated as "needs improvement" or "unsatisfactory" can be remedied
8 within a reasonable time frame,

9 9.5.1.3 Provide documentation of support for such remediation.

10 9.5.2 Formal observations shall last for not less than thirty (30) minutes and shall be
11 followed by a conference in which the administrator and the bargaining unit
12 member review the observation and what is to be incorporated into the written
13 observation summary.

14 9.5.2.1 Such conference shall be held within ten (10) working days after the
15 observation, and a printed summary shall be provided to the bargaining unit
16 member within ten (10) working days of the observation conference.

17 9.5.2.2 At least the first observation shall be announced.

18 9.6 Probationary Bargaining Unit Members

19 ~~9.6.1~~ Probationary bargaining unit members shall be formally observed at least three (3)
20 times and evaluated at least two (2) times during a school year. At least the first
21 formal observation shall be announced. ~~No probationary bargaining unit member~~
22 ~~shall be non-re-elected or dismissed without all steps of the procedures as outlined~~
23 ~~in this Article being adhered to.~~

24 9.6.2 Except as set forth in Section 9.6.3 below, the evaluation process of probationary
25 bargaining unit members shall follow the schedule set forth in the following table.

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FOR FONTANA UNIFIED SCHOOL DISTRICT:

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