

**El Segundo Unified School District
ESTA Negotiations
Tentative Agreement
April 23, 2019**

The El Segundo Unified School District and the El Segundo Teachers Association have completed negotiations for the 2018-2019 school year and have agreed to maintain the provisions of the current certificated Collective Bargaining Agreement, except as modified below.

Article 5: Organizational Security

Eliminate Article 5 and renumber all subsequent articles effective the date of ratification by the El Segundo Teachers Association.

Article 6: Evaluations

Remove Re-Employment Recommendation section from certificated evaluation form (attached).
Remove reference to *Tenure Only* on form.

Article 8: Compensation and Benefits

8.2.1 The 2018-2019 certificated salary schedule shall be increased by 2% effective July 1, 2018.

Article 10: Hours of Service

10.1 Effective July 1, 2016, the contractual year for the duration of this Agreement shall be 180 teaching days for bargaining unit members plus no more than four (4) in-service days. New bargaining unit members shall have no more than five (5) in-service days.

The minimum bargaining unit contractual work day shall be as follows:

Preschool	Monday – Friday	
	8:30 am – 3:00 pm	
	30 minute lunch	
Kindergarten	Monday	Tuesday – Friday
	8:20 am – 1:45 pm	8:20 am – 1:45 pm
	No change to current lunch schedules	
	No change to current lunch schedules	
First - Fifth	Monday	Tuesday – Friday
	8:20 am – 1:30 pm	8:20 am – 2:45 pm
	No change to current lunch schedules	
	No change to current lunch schedules	

Middle School

Monday

8:10 am – 1:40~~50~~ pm

30 minute lunch

Tuesday – Friday

8:10 am – 2:40 pm

30 minute lunch

High School

Monday - Friday

Period 1 – 6

30 minute lunch

7:45 am – 2:35 pm

Article 13: Class Size

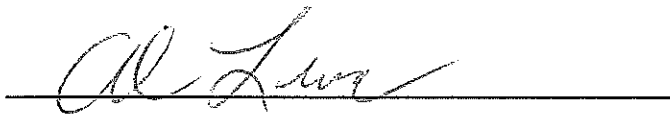
Maintain current contract language.



Superintendent, Dr. Melissa Moore

4-22-19

Date



President of ESTA, Al Luna

4-22-19

Date



**El Segundo Unified School District
Teacher Performance Evaluation and Narrative Report**

____ Preliminary Evaluation

____ Final Evaluation

Employee Name: _____

Date: _____

Position: _____
Position/Assignment/Grade/Subject

Status: Temporary Probationary 1 Probationary 2 Permanent

1. **MEETS OR EXCEEDS STANDARDS OF EXPECTATIONS:** *(Applicable indicators are consistently implemented. The teacher demonstrates knowledge, judgment, and skills in achieving the objective. Instruction is delivered with skill and provides every student the opportunity to learn.)*
2. **NEEDS IMPROVEMENT:** *(Applicable indicators are inconsistently implemented. The teacher demonstrates limited knowledge, judgment, and skills in achieving the objective. Instruction is inconsistently delivered and improvement is needed to provide every student the opportunity to learn. Observations and/or evaluations have been identified where improvement is needed.)*
3. **PERFORMANCE IN THIS AREA IS UNSATISFACTORY AND DOES NOT MEET DISTRICT STANDARD OF EXPECTATIONS:** *(Applicable indicators are not being implemented. This employee does not demonstrate the knowledge, judgment, and/or skills necessary to achieve the objective. Observations and/or evaluations have been identified where improvement is needed or unsatisfactory.)*

STANDARD #1: ENGAGING AND SUPPORTING ALL STUDENTS IN LEARNING		1	2	3
1.1	Connecting student's prior knowledge, life experiences, and interest with learning goals.			
1.2	Using a variety of instructional strategies and resources to respond to student's diverse needs.			
1.3	Facilitating learning experiences that promote autonomy, interaction and choice.			
1.4	Engaging students in problem solving, critical thinking and other activities that make subject matter meaningful.			
1.5	Promoting self-directed, reflective learning for all students.			

COMMENTS OF EVALUATOR:

STANDARD #2: CREATING AND MAINTAINING EFFECTIVE ENVIRONMENTS FOR STUDENT LEARNING <i>(A "3" rating requires mandatory participation in the Peer Assistance & Review (PAR) Program.)</i>		1	2	3
2.1	Creating a physical environment that engages all students.			
2.2	Establishing a climate that promotes fairness and respect.			
2.3	Promoting social development and group responsibility.			
2.4	Planning and implementing classroom procedures and routines that support student learning.			
2.5	Using instructional time effectively.			

COMMENTS OF EVALUATOR:

STANDARD #3: UNDERSTANDING AND ORGANIZING SUBJECT MATTER FOR STUDENT LEARNING <i>(A "3" rating requires mandatory participation in the Peer Assistance & Review (PAR) Program.)</i>		1	2	3
3.1	Demonstrating knowledge of subject matter content and student development.			
3.2	Organizing curriculum to support student understanding of subject matter.			
3.3	Interrelating ideas and information within and across subject matter areas.			
3.4	Developing student understanding through instructional strategies that are appropriate to the subject matter.			
3.5	Using materials, resources, and technologies to make subject matter accessible for student.			

COMMENTS OF EVALUATOR:

STANDARD #4: PLANNING INSTRUCTION AND DESIGNING LEARNING EXPERIENCES FOR ALL STUDENTS		1	2	3
4.1	Drawing on and valuing student's backgrounds, interests, and developmental needs.			
4.2	Establishing and articulating goals for student learning.			
4.3	Developing and sequencing instructional activities and materials for student learning.			
4.4	Designing short-term and long-term plans to foster student learning.			
4.5	Modifying instructional plans to adjust for student needs.			

COMMENTS OF EVALUATOR:

STANDARD #5: ASSESSING STUDENT LEARNING		1	2	3

5.1	Establishing and communicating learning goals for all students			
5.2	Collecting and using multiple sources of information to assess student learning.			
5.3	Involving and guiding all students in assessing their own learning.			
5.4	Using the results of assessments to guide instruction.			
5.5	Communicating with students, families, and other audiences about student progress.			

COMMENTS OF EVALUATOR:

STANDARD #6: DEVELOPING AS A PROFESSIONAL EDUCATOR		1	2	3
6.1	Reflecting on teaching practice and planning professional development.			
6.2	Establishing professional goals and pursuing opportunities to grow professionally.			
6.3	Working with communities to improve professional practice.			
6.4	Working with families to improve professional practice.			
6.5	Working with colleagues to improve professional practice.			
6.6	Balancing professional responsibilities and maintaining motivation.			

COMMENTS OF EVALUATOR:

#7: PROFESSIONAL RESPONSIBILITIES		1	2	3
7.1	Employs grading practices that are consistent with ESUSD, school and department/grade level policies.			
7.2	Provides lesson plans and materials for substitutes.			
7.3	Keeps accurate, timely records and provides requested data from those records.			
7.4	Communicates with students, parents, and other personnel in a professional manner.			
7.5	Participates in curriculum review and revision and school plan development and implementation.			
7.6	Assumes responsibilities in accordance with ESUSD and school policies.			

COMMENTS OF EVALUATOR:

GENERAL COMMENTS:

RE-EMPLOYMENT RECOMMENDATIONS (Non-Tenured-Only):

RETAIN
 RETAIN, BUT MUST SHOW IMPROVEMENT
 DO NOT RETAIN

OVERALL EVALUATION RATING (Tenured-Only):

MEETS/EXCEEDS STANDARDS
 NEEDS IMPROVEMENT
 UNSATISFACTORY

SIGNATURE OF EVALUATOR: _____ DATE: _____

This report has been discussed with me in conference with the evaluator.

An opportunity has been extended to me to append comments regarding this evaluation.

A SIGNATURE ON THIS FORM DOES NOT NECESSARILY SIGNIFY AGREEMENT WITH THE EVALUATION.

SIGNATURE OF EVALUATEE: _____ DATE: _____

Distribution: 1) Employee; 2) Evaluator; 3) Human Resources