

**Contract year 2016-17**  
**Tentative Agreement #1**  
**Between the**  
**Vacaville Teachers Association**  
**And the**  
**Vacaville Unified School District**

The Vacaville Teachers Association and the Vacaville Unified School District agree to the following concerning the 2016-17 contract (changes/additions in bold):

10.2 The evaluation of probationary or temporary unit members shall be completed once annually, no later than March 15, and at other times deemed necessary by the evaluator.

**10.2.1 A formal evaluation shall not be required for any unit member hired after January 1st in a given school year.**

**10.2.2** The District shall notify the Association at least three (3) weeks prior to any Governing Board meeting where a probationary employee may be recommended for non-reelection. Non-reelects who choose to resign shall receive any early resignation notification incentive offered during a school year regardless of the date of resignation.

10.3 Permanent Unit Members

10.3.1 A permanent unit member shall have an evaluation completed every two (2) years and at other times as deemed necessary by the evaluator.

10.3.1.1 At least every **five (5)** years for unit members who have been employed at least ten (10) years with the school district, are highly qualified; if those unit members occupy positions that are required to be filled by a highly qualified professional by the Federal Elementary and Secondary Education Act (ESEA) of 2001, and whose previous evaluation rated the unit member as meeting or exceeding standards, if the evaluator and unit member being evaluated agree. The unit member or the evaluator may withdraw consent at any time provided annual timeline provisions of this Article are met.

10.3.2 The evaluation of a permanent unit member shall be completed no later than thirty (30) **calendar** days prior to the last day of instruction of the school year.

10.4 Unit members to be evaluated during a particular year shall be furnished a copy of the evaluation procedures and notified of the identity of their intended evaluator **no later than twenty (20) instructional days after a unit member's first instructional day under contract.**

10.6.1 **By the unit member's thirtieth (30<sup>th</sup>) instructional day under contract**, each administrator charged with evaluating unit members will conference with those to be evaluated in an attempt to arrive at mutually acceptable objectives. Co-evaluators (i.e. program directors and coordinators) of those unit members with program responsibilities may be present at the request of either party. In identifying objectives, both parties shall consider any conditions that may adversely affect the teacher's performance.

*For the District*

*For the Association*

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**Randy Henry**  
**VUSD Chief Negotiator**

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**Brenda Hensley**  
**VTA Bargaining Chair**

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**Date**