

TENTATIVE AGREEMENT

6.2 Evaluation Method

The performance of all employees shall be evaluated in writing. Such evaluations shall be on the standard form provided by the District, based upon observations, and shall acknowledge the strengths of employees as well as deficiencies. The evaluator will inform the employee of any deficiency in performance in a timely manner. If a deficiency is not corrected it may result in a "Need Improvement" (NI) or Unsatisfactory (U) rating on the annual evaluation.

Data used to support the District's assessment for items marked NI or U will be shared with the employee. The evaluator shall take into consideration and note in writing any circumstances which may adversely affect an employee's performance, such as workload or physical facilities.

The District's Classified Employee Evaluation Handbook may be amended in consultation with the ESSA.

The District will provide an annual evaluation of each ESSA employee by an evaluator not in the ESSA bargaining unit. A supervisor/lead will draft evaluations as input for employee evaluations. It is expected a supervisor/lead will work collaboratively with the evaluator to prepare a final evaluation. The supervisor/lead is not required to sign the final evaluation.



Ivory McDaniel-Ilgenfritz. Date
District Chief Spokesperson

2-22-22



Mary Ward. Date
ESSA Spokesperson