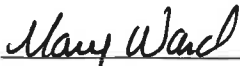


TENTATIVE AGREEMENT

6.7 Improvement of Job Performance

- a. Any area noted as less than Meets Standards (MS) on the evaluation instrument will be addressed by the evaluator during the evaluation conference so that the employee shall have an understanding of how the improvement(s) can be achieved.
- b. Should the employee's overall performance rating be less than MS, the District shall provide the employee with specific, reasonable written recommendations for improvement. There shall be follow up communication at least once after the evaluation. A written summary of each communication will be given to the employee within five (5) workdays of the communication.
- c. A final evaluation will occur within a period that is not less than forty-five (45) nor more than ninety (90) workdays of the initial evaluation requiring an improvement plan. An employee whose final evaluation does not meet standards may be subject to termination.
- d. Employees on a Plan of Improvement (POI) will not be able to transfer until the employee evaluation reflects a "Meets Standards" rating, unless both site's administrators agree that the POI will be followed and completed.


Ivory McDaniel-Ilgenfritz. 2.22.22 Date
District Chief Spokesperson


Mary Ward. 2.22-22 Date
ESSA Spokesperson