



TALC BARGAINING MINUTES AUGUST 29, 2022 FY23 (2022-2023 school year)

AGENDA

- Check-In
- Approval of Minutes
- Article 8 (Performance Evaluation)
- Article 12 (Leave)
- Check-Out

CHECK-IN

Time Constraints: (none)

Missing: (Dr. Helen Martin)

Elephants: (none)

Expectations: Make some progress*****

MINUTES

- 8/15/22 minutes approved with corrections

STORY – Article 8 (Performance Evaluation)

- Discussion began with edits of the proposed revisions of the article
- **(1) Post observation conference** on the 3rd line, page 1. Change “employees” to “employee”
- Last line in the same paragraph add “may” apply an override...
- **Manager’s Rating – (1) Post Evaluation Conference**, last sentence add immediate supervisor “may” apply...
- **(2) Immediate Supervisor** – split the last sentence into two sentences
- **8.03 Assistance** – Does this apply to every employee or just those on individual performance plan?
- **8.03(2)(c) Continuing Contract/Professional Services Contract** must be assigned individual performance plan (statutorily defined)

- **8.03(2)(a and b) Annual/Probationary Contract Status** language for individual performance plan has been bargained
- **8.04(2) Manager's Rating** – statement is incomplete. Add “their rating within 10 days”
- **8.04(2)(a) Post Evaluation Conference** – change written feedback to “electronic feedback”
- **8.04(2)(a) Post -Evaluation Conference** – deadline states May 1 but the current contract states May 10
- **8.04(5) Recommended Appointment Status** – First sentence - change last words to “prior to the deadline”

Caucus

TALC Report Out:

- Discussion about proposed language and dates
- Our interest comes from employees needing to know their reappointment status yes or no prior to the job fair
- Employees need to be notified in a timely fashion

District Report Out:

- Discussed May 1/May 10 date for reappointment status and/or notification
- District is good with status quo of May 10

STORY – Article 8 (Performance Evaluation)

- They can't say “You are Highly Effective so you are welcome to come back” – that's not permitted per state statute it is not permitted

Options

1. Status quo for completion of evaluations by May 10
2. Employees should be notified of anticipated reappointment status at least 5 working days before the Spring Internal Job Fair
3. Labor Management would work with Staffing and Talent Management guidelines to notify principals about when to let teachers know about anticipated reappointment prior to the job fair

Caucus

TALC Report Out:

- Discussed points of contention
- Reached consensus on staffing guidelines
- We can live with May 10 and are good with draft language

Straw Design

Options 1 & 3

STORY – Article 8 (Performance Evaluation)

- 8.03 - Individualized Performance Plan – not comfortable with the way the language reads
- Third sentence to read – “For employees with a documented necessity deficiency Immediate Supervisor...”

Option

4. Labor Management to handle clear job description/responsibilities of a mentor including a supplement

Calendar

Next session is a Joint Session with SPALC scheduled September 12 at 4:00 p.m.

Check Out