

TALC BARGAINING MINUTES

NOVEMBER 28, 2022

FY23 (2022-2023 school year)

AGENDA

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

CHECK-IN

Check in was previously done at the SPALC/TALC Joint Bargaining Session tonight.

STORY – Article 8 (Performance Evaluation)

- This Article was discussed at the November 7, 2022 Labor Management meeting. There were 3 items discussed.
- **8.02(8)** - We settled on May 10 for evaluations to be complete.
- **8.03(2)** – Mentor is synonymous with Learning and Leadership Teacher (LLT). However, there are only 6 LLTs. Perhaps an option would be Learning and Leadership Teacher (LLT) or other District Instructional Personnel.
- **8.03** - The Individual Performance Plan (IPP). Would like to clarify that there needs to be a documented necessity for IPP to be initiated by the immediate supervisor and also allows an employee to ask for one. Also, an IPP could be put in place if requested any time there may be a necessity or a request.
- Define school-based and district-based support.
- Should the IPP language be moved to Article 14 (Professional Development)? This could help with a teacher who is struggling during the year instead of waiting until the performance evaluation. Instead of calling it support, call it a research-based instructional coaching cycle resulting in a more defined pathway.
- **8.01(2)** – Immediate supervisor is not defined. It should reflect the fact that the person who is evaluating an SLP or OT or PT is doing it with that discipline's National Professional Standards.
- The evaluating supervisors are people who work with and observe the employee all year long, not necessarily an expert in that field (i.e. social

worker), but these employees are evaluated just like any other administrative evaluation.

- Change immediate supervisor to qualified immediate supervisor.

Caucus

TALC Report Out:

- We are ready to move forward.

STORY – Article 8 (Performance Evaluation)

- 8.04(2) – add a date to the staffing guidelines to notify employees of non-reappointment. (approved previously)

Caucus

District Report Out:

- Will added the language to 8.04(2) about 10 days prior. We discussed clarification that it would occur only if the teacher receives a Needs Improvement/Developing or Unsatisfactory rating. They would get the notification 10 days prior.
- There is also a verbiage issue with PeopleSoft in that employees don't approve the evaluation, they acknowledge it.
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Option 1

8.03 (2) - Remove "mentor" from current language. Change to Learning and Leadership Teacher or other qualified district instructional personnel.

OPTION 2

8.01(2) – Change Immediate Supervisor to a Qualified Immediate Supervisor.

OPTION 3

8.04(2) – Manager's Rating – add language "or their manager's rating at least 10 days prior to submitting for acknowledgment."

Option 4

8.02(1)(c) – Immediate supervisors must notify employees who receive a manager's rating of Needs Improvement/Development or Unsatisfactory at least ten (10) days prior to the performance evaluation deadline.

Straw Design

Options 1 & 4

Calendar

The next session is scheduled for December 12 at 4:00 p.m. TALC will send an email to check with the team for a date for an additional TALC Bargaining session.

Check Out