

# Contract Corner

## Evaluation related timelines

### **Section 8.2.**

By May 5 – The summative conference must have been completed. By five (5) working days prior to the summative conference all relevant components must have an initial rating and all evaluator evidence must be presented. If this didn't happen, contact the REA President immediately.

**8.4.1.6. Annual Written Summative Evaluations:** Annual written summative evaluations must be completed and a copy provided to the teacher by no later than May 15th. It is the intent of the parties that the evaluator and teacher will have time **after** the Summative Conference to adjust the written Summative Evaluation based on new evidence presented and discussed during the Summative Conference.

### **Clause 8.4.2. Summative Scoring for Comprehensive Evaluation:**

#### **Teacher Input and Resolution of Disputes:**

Teachers may provide additional artifacts and evidence to aid in the assessment of the teacher's professional performance at any time. The evidence provided by the teacher shall be taken into consideration when determining the final evaluation score.

Should the evaluator and teacher not reach agreement on the summative scoring of a particular criterion; the evaluator will provide the teacher with the opportunity to present additional evidence that supports the teacher's rating. Once the additional evidence has been presented if there is still disagreement, the evaluator's score will prevail. However, the teacher will have a right to write a rebuttal and attach it to the final summative evaluation.

## **Job security related timelines**

The following items do not have solid dates in the collective bargaining agreement so are offered here to reflect state law and/or the process currently dictated by Human Resources and do not imply the Renton Education Association was part of the decision-making process around these timelines:

1. If the District is going to reduce certificated staff, or non-renew a certificated staff's contract with the district, the law states that notification must be made by May 15. However, in years where the state legislature has not passed a budget prior to May 15 then the timeline is changed to June 15. For 2010, the deadline is May 15.
2. The District assumes that all provisional and continuing contract employees will be returning for the following school year unless they receive written notice that the employee will not be returning.
  - a. As long as an employee completes the school year, the pay will continue through August 31 and medical benefits will continue through September 30. This also applies to resignations and retirements.
  - b. Due to a shortage in qualified applicants, the District has stated that they will hold employees to their contract for the 2019-2020 school year until a suitable replacement is found. Resignations must be made in writing to Human Resources by June 21, 2019.
    - i. Individual cases will be addressed if there are family or emergency reasons for the resignation.
    - ii. There have been cases where employees who notified the District too late have been required to continue in their assigned position and were not able to accept the offered jobs in other districts.

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## **Process for BLIS Plan Development & Approval:**

### **August/September**

- REA Building Reps and the Building Administrators review BLIS guidelines and processes including the list of possible suggested activities.
- REA Building Reps and Building Administrator develop proposed menu of activities based on the building needs.
- Proposed BLIS menu is shared with staff and input is solicited from all staff.
- REA Reps and Administrators revise BLIS menu using staff input.
- Revised BLIS plan is presented at a staff meeting.

### **May 2019**

- By May 15, the PLP form (including BLIS) is signed electronically by evaluator and staff member.

### **PAYMENT**

- BLIS is paid monthly starting in September.
- Failure to perform the agreed upon activities may result in deduction of the stipend beginning in June.