

ARTICLE 15: PERFORMANCE EVALUATION PROCEDURES

- 15.1 DISTRICT WILL ESTABLISH UNIFORM STANDARDS FOR EVALUATIONS:** As provided by law, the Board will establish uniform standards for evaluation of academic employees as part of the rules and regulations of the District.
- 15.2 ALL EVALUATIONS CONDUCTED PURSUANT TO THIS ARTICLE:** All required evaluations of academic employees, who are members of this unit, shall be conducted in accordance with the procedures specified in this article.
- 15.3 EVALUATION DEFINITIONS:** In this article, the following terms will be given the meaning specified:
- 15.3.1** The “immediate supervisor” of the employee is the person so designated in the organizational diagram of the College or the District Office.
 - 15.3.2** “Peer” shall be, except in unusual circumstances, a regular academic employee within the same division or other administrative unit as the person to be evaluated.
 - 15.3.3** “Client” shall be recipient of the services performed by the person to be evaluated.
 - 15.3.4** A “full-employment” year is one during which the employee serves for more than 75% of the school days at more than 60% of the assignment of a full-time employee with comparable duties.
- 15.4 EVALUATION POLICIES:** Evaluation policies and procedures for regular, contract, and part-time faculty are contained in Appendix G. Each policy is subject to the grievance process stated in this agreement.