

ARTICLE IX. EMPLOYMENT EVALUATION

SECTION A. Performance Evaluations

1. The evaluation process is intended to contribute to the professional development of all bargaining unit staff members and is not designed for the purpose of disciplining or reprimanding bargaining unit members.
2. Probationary employees shall be evaluated by their immediate supervisor two (2) times within the probationary period utilizing the appropriate evaluation form found in the Appendix of this agreement on or before thirty (30) and seventy (70) working days. During the first seventy (70) working days of the probationary period, such employees shall not be subject to the grievance procedure provisions of this Agreement. Employees shall be without recourse for termination during the probationary period.
3. All employees who have completed their probationary period will be evaluated in writing by June 1 of each year by their immediate supervisor. The immediate supervisor shall use the appropriate evaluation form found in the Appendix of this Agreement and shall discuss the evaluation with the employee in a conference. The employee, if he/she wishes, shall have the right to disagree in writing with the supervisor's evaluation.
4. The employee's evaluation and disagreement (if there is one) will become a part of his/her personnel file.
5. All employees shall be evaluated by the Supervisor of their respective divisions. Supervisors may seek input from persons within the bargaining unit, provided that all evaluation ratings and comments must reflect the independent judgment of the Supervisor.