

Please Post

Frequently Asked Question #2

(Excerpts from the CVCEO Agreement Book)



Article 9 – Evaluation Procedures

9.1 Bargaining unit members shall be evaluated at least once every other school year.

9.1.1 Probationary employees must complete **6 months** of continuous active service **prior to becoming permanent**. The District will consult with the Organization regarding the extension of a probationary period.

9.1.3 Normally, probationary employees will receive evaluations at **4 and 6 months**.

9.2 At the beginning of each school year, each bargaining unit member to be evaluated, **will be given a copy of a blank “Classified Performance Evaluation Report”** to familiarize him or her with the area on which he or she will be evaluated.

9.5 No permanent bargaining unit member shall receive any rating of “Needs Improvement” and/or “Unsatisfactory” unless the employee was given prior notice of such performance and was provided reasonable opportunity to show improvement.

IF YOUR PROBATIONARY PERIOD HAS BEEN EXTENDED BEYOND 6 MONTHS, PLEASE CONTACT CVCEO.

Contact a CVCEO Executive Board Member for Questions

Ernie Gutierrez
619-754-5255
Co-President

Juan Marin
619-787-5458
Co-President

Barbara Uribe
619-730-9784
VP Employee/Employer Relations