

# EES CRUCIAL DEADLINES & CONTRACT RIGHTS

SY 2019-2020

## Per Article VIII - Teacher Performance (pg. 41-43)

## HSTA Advisory Tips

Section F. "Upon completion of the final evaluation, the evaluator will review/discuss the evaluation with the teacher"

✍ Teachers should expect a virtual meeting (teleconference platforms) or phone calls to discuss. Please refer to pg. 1 of 4/27/20 DOE EES Memo, last paragraph.

Section K. "A teacher initially hired for the second semester shall not be marked marginal or unsatisfactory if there is insufficient time to conduct an evaluation and/or there is insufficient time for the teacher to improve his performance. The teacher shall have his evaluation period cycle extended into the next full semester of the next school year."

✍ In fairness to the teacher, there should be sufficient time to allow teacher to show progress.  
✍ Please refer to pg. 2 of 4/27/20 DOE EES Memo list describing circumstances under which a rating may not be completed.

Section L. "No teacher may be rated less than satisfactory or less than effective without proper documentation."

✍ This is basic "due process" requirement for all teachers being evaluated.  
✍ Refer to 4/27/20 DOE EES Memo

Section N. "A teacher rated as less than satisfactory or less than 'effective' shall receive final notification no later than the third Friday in May (May 15), unless the Employer and Association mutually agree to an alternate date.

✍ This is another basic "due process" requirement for all teachers being evaluated.

Section N. "A tenured teacher rated as marginal for two (2) consecutive years will be deemed to have performed unsatisfactorily in the second consecutive year of being rated as marginal, provided the evaluator provided assistance and support as indicated in Article VIII, I."

✍ This underscores the importance of avoiding a marginal rating.  
✍ Ensure that you collect all related documentation if you need to challenge the rating.

April and May deadlines per the EES Manual are on pages 12-13. Please review and determine what is applicable to your situation.

Please refer to these documents as it related to EES Modifications due to COVID-19 and other helpful EES references:

- ▶ April 27, 2020 DOE Superintendent letter EES modifications to complete SY 2019-2020 Evaluations; <https://bit.ly/EESmodsupltr>
- ▶ SY 2019-2020 EES Modifications due to COVID FAQs; <https://bit.ly/EESFAQsMods1920>
- ▶ SSP FAQs; <https://bit.ly/SSPFAQsSY1920>



\*\*If you require further assistance or clarification, please contact the EES Help Desk at 808-586-4072 or work with your administrator. The EES Help Desk is staffed by BU 05 teachers, and all conversations are confidential. If there may be a potential contractual violation, please contact your UniServ Director. \*\*