

EMPLOYEE EVALUATIONS

The District assures the effectiveness of its human resources by evaluating all personnel systematically and at stated intervals. The District establishes written criteria for evaluating all personnel. The evaluation process assesses the effectiveness of personnel and encourages improvement. Actions taken following evaluations are formal, timely, and documented.

The evaluation of District employees shall be conducted in accordance with the employee's applicable collective bargaining agreement, or by law.

- Full-time faculty shall be evaluated pursuant to Article XVIII of the COSTA Master Agreement.
- Part-time faculty shall be evaluated pursuant to Article VIII of the COSAFA Master Agreement.
- Classified employees shall be evaluated pursuant to Article IV of the CSEA Master Agreement.
- Management employees (Article IX) and Confidential employees (Article X) shall be evaluated pursuant to the "Personnel Policies for Management Handbook."

The documents referred to in this procedure can be reviewed in the District's Human Resources Department or on the District's web site.

Reference: Accreditation Standard III.A.1.b
Approved: November 4, 2013
Revised: April 4, 2019