Your Rights Under the Governor’s New Evaluation System

School District w/o a CBA:

The Law Does NOT Require the District to Bargain

- Build a committee to survey teachers
- Talk collectively, to the Superintendent, School Board,
- Talk to Community groups over how new evaluation system impacts education
- Grow the Association, to increase your power to address this and all workplace concerns

School District with a CBA (in Bargaining or with a Right to Bargain Evaluations)

Law Requires District to Follow CBA, Bargain Effects of Changes and Bargain Changes

- Check Contract- use all powers in contract- e.g. Right to bargain evaluations, Labor Management Committees, ect...
- Make demand to begin bargaining over the effects of new evaluation
- Effects include any way the changes can impact your job
- Make sure you build a committee to survey teachers
- Make immediate request to bargain the evaluations as part of the contract
- You can bargain:
  - The observation process,
  - The content of the Evaluations,
  - The way the observations are applied for disciplinary purposes

Due Process has not changed

This is a “Hold Harmless Year”