

MASTER AGREEMENT

BETWEEN

**MONTCALM AREA INTERMEDIATE SCHOOL
DISTRICT BOARD OF EDUCATION**

AND

**THE MONTCALM AREA INTERMEDIATE SCHOOL
DISTRICT EDUCATION ASSOCIATION**

2016-2017

2017-2018

2018-2019

ARTICLE VII EMPLOYEE EVALUATION

This article will apply to employees who are defined as “teachers” under MCL 38.71 as well as school psychologists, social workers, occupational therapists, physical therapists, teacher consultants, speech language pathologists, and instructional/behavioral coaches as well as any other employees referenced in ARTICLE I.

A. Teachers

1. Evaluation for probationary as well as non-probationary teachers shall be conducted in accordance with Public Act 173 using one of the four (4) state approved evaluation tools as chosen by the district.
2. An employee shall have the right to attach written comments to his or her evaluation within thirty (30) days following the receipt of the evaluation.

B. Other Professional Staff

1. Evaluation for non-teaching staff identified in Article 1 shall be conducted using a version of district chosen evaluation tool that has been created to better reflect the particular duties of the specific position. The following positions are subject to this section: Occupational Therapist, School Social Workers, Speech-Language Pathologist, Instructional/Behavioral Coaches, Early On Service Coordinator, Physical Therapist, School Psychologist and Teacher Consultants.
2. An employee shall have the right to attached written comment to his or her evaluation with thirty (30) days following the receipt of the evaluation.