

**CONGRESS/AFSCME NEGOTIATIONS  
2007 – 2010 CONTRACTS**

**AGREED UPON LANGUAGE**

**ARTICLE XI  
EVALUATION**

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**Section 2. Periodic Evaluation**

There shall be periodic evaluation by the employer of all members of the bargaining unit as follows:

- (1) in each of their first two appointment periods;
- (2) once in every three years thereafter for those on standard appointments;
- (3) once in every five years thereafter for those holding tenured appointments.

The list of professional staff members to be evaluated in accordance with this schedule in an academic year shall be published at each college by October 1.

This provision notwithstanding, the Board or its representative may initiate more frequent evaluation as appropriate. A professional staff member may also request more frequent evaluation which request shall not unreasonably be denied.

The professional staff member shall be notified in advance of the period (not to exceed two weeks) during which a classroom visitation for the purpose of evaluation is to occur.