

**COUNTER-PROPOSAL
FROM THE ANTELOPE VALLEY COMMUNITY COLLEGE DISTRICT
TO ANTELOPE VALLEY COLLEGE FEDERATION OF CLASSIFIED EMPLOYEES, LOCAL 4683
July 20, 2026**

This proposal from the Antelope Valley Community College District to the Antelope Valley Federation of Classified Employees is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Agreement between the parties. This proposal is intended to apply only to the article below. All other provisions of the Collective Bargaining Agreement shall be deemed to remain unchanged except as set forth below or as otherwise mutually agreed:

**ARTICLE XVI
EVALUATION**

16.0 Evaluation of Unit Members

- 1) The purpose of the program of evaluation is to rate and attempt to improve the competence of the staff (individual unit members). The program of evaluation shall apply to all unit members.
- 2) Evaluations shall be performed by the supervisor designated by the District ~~in the unit member's job description~~, and shall only focus on the unit member's job performance.
- 3) Permanent unit members are evaluated on an annual basis, which appraisals are to be completed between ~~April 1~~ March 1 and May 31 of each year. Final markings and comments on the appraisal should be in ink or type written. Additional pages may be used if more space is needed for narrative comments. The evaluation is to be completed by the supervisor or designee designated in Article 16.0.2 and given issued to the employee and discussed in a private interview with the employee on or before May 31, unless extended due to an unavoidable absence experienced by either the supervisor or evaluatee. If there is no supervisor available to conduct the evaluation, it will be done during the next possible evaluation cycle. Any changes in the evaluation which may be made during the interview ~~should~~ may be initialed by the employee to acknowledge receipt of the changes. *** All attachments ~~must~~ may be signed and dated by the employee and supervisor to acknowledge inclusion of the attachments. If an employee refuses to sign, the supervisor shall note that the employee refused to sign. Within three (3) days of the interview, the District shall provide the unit member with a copy of their final evaluation.
- 4) Employees are to be evaluated ~~in conjunction with~~ based on their job description (except for any duties designated as "other duties as assigned" or duties described using any similar language), the Essential Functions of their respective job description. Always read their Essential Functions of the employee's job description prior to beginning this process. An employee's job description will be made available to them online, upon request from their supervisor, or upon request to the Office of People, Culture, and Talent.

16.1 Derogatory Information

Information or material of a derogatory or critical nature which has been received from others may not be used or referenced in the evaluation unless (1) the employee has been provided an opportunity to respond and (2) the specific information or materials have used unless the specific issues specifically referenced in the evaluation unless the information has been verified through a fair and impartial review by to the satisfaction of by the supervisor, in consultation with the Vice President of **People, Culture, and Talent, Human Resources,** and relates directly to the unit member's employment.

16.2 Signature and Response to Evaluation

The unit member's signature on the performance appraisal indicates only that the unit member has seen the report. The unit member may, within ~~ten twenty fifteen (1015) workingcalendar~~ days, respond in writing to an evaluation with which the unit member is not in agreement. This response shall be attached to the evaluation in question.

16.3 Probationary Unit Members

Probationary unit members are designated as permanent employees after serving a prescribed period of probation that shall not exceed six months or 130 days of paid service, whichever is longer.

Probationary unit members shall be evaluated by their immediate supervisor on the following timeline:

- 1) First probationary evaluation at the end of the 2nd month;
- 2) Final probationary evaluation shall occur prior to the end of the 6th month; and
- 3) If needed, a supervisor may evaluate a probationary employee prior to the end of the 5th month.

All probationary and promoted employees, within the first five (5) workdays shall be provided with the following:

- a. The name of the evaluating supervisor
- b. The organizational chart
- c. A copy of the assigned job description
- d. Performance expectations per the evaluation categories listed in 16.4.1.

The above schedule does not prevent dismissal of such unit member at any time.

A permanent employee who accepts a promotion is subject to a new probationary period in the new classification. If the permanent employee who accepted the promotion fails to complete the probationary period for that promotional classification, the unit member shall be employed in the classification from which the employee was promoted.

16.4 Evaluation Categories

- 1) Evaluation of the competence of unit members under this program shall include, ~~but shall not be limited to,~~ consideration of knowledge of work, quality of work productivity, dependability, communication skills, initiative, interpersonal relations, professionalism and safety practices. In particular, the areas of communication skills, interpersonal relations, and professionalism shall reflect a unit members ability to serve and meet the needs of a diverse campus population in an equitable and inclusive manner.

- 2) Evaluation of the competence of unit members shall include consideration of their ability to serve and meet the needs of a diverse campus population in an equitable and inclusive manner, however this component of the evaluation shall not be rated, used to justify any Development Plan, or influence or be used to support any final evaluation determination.

[Note: This continues to be a non-sequitur. Every component of the evaluation supports and informs the final determination. That is the purpose and structure of the evaluation. Just as knowledge of work, attendance, quality of work, etc., all inform the final determination. At minimum, Title 5 mandates that "staff members shall respect and acknowledge the diversity of students and colleagues." (5 CCR 53605.)]

- 3) Each rating other than *Standard* (below or above) requires an explanation in the *Comments* box beside the category. Each rating below *Standard* must be *based on issues discussed with the employee prior to the evaluation*, supported by a statement of facts in the *Comments* box, and accompanied by a separate *Development Plan*. The Supervisor should include information on staff member's overall performance highlighting (1) areas of strengths; (2) areas for further development; (3) areas for improvements; and (4) areas where unique or extraordinary factors contribute to the evaluation.
- 4) Subsequently, one or more conferences shall be held with the unit member to assist the unit member in correcting deficiencies previously noted. A record of such conferences shall be prepared by the evaluator for the personnel file on the unit member and a copy submitted to the unit member. A finding of full remediation concludes the conference process; however, a finding of remaining deficiencies may constitute the basis for discipline.
- ~~5) The District and Federation agree that this article may be reopened during annual negotiations without either party using one of its designated re-openers.~~

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OF CLASSIFIED EMPLOYEES, LOCAL 4683

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