



<b>BOARD POLICIES</b>
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<b>DIVISION</b> II. College Employees	<b>POLICY NUMBER</b> 2.19.00 (1)
<b>CATEGORY</b> 2.19.00 Performance Management	<b>DATE</b> Adopted 01/18

2.19.00      PERFORMANCE MANAGEMENT

The Board of Trustees recognizes that communication between employees and supervisors is critical to success. It is the expectation that all employees receive performance reviews, or such other evaluation as specified in the collective bargaining agreement, if applicable

All new and rehired employees shall be subject to a ninety (90) calendar day, or such other time period specified in the collective bargaining agreement, if applicable, written probationary evaluation. Upon completion of six (6) months of employment, or such other time period as specified in the collective bargaining agreement, if applicable, a second written probationary evaluation shall be completed.

All performance reviews, or such other evaluations as specified in collective bargaining agreements, if applicable, shall be conducted on an annual basis. The reviews will include a written performance appraisal and discussion between the employee and supervisor regarding job performance and expectations for the coming year.