

Human Resources and Employee Relations

To be a World-Class School System it takes a World-Class Team

The e-Newsletter
of the Division of Human Resources
and Employee Relations

HR Times



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NEW TALC, SPALC Contracts and Salary Schedules

The new TALC and SPALC contracts have now been posted to the web for your viewing convenience. The document, including the table of contents, is bookmarked so you can easily navigate to the section of the contract you need.

In addition to the contracts, the Administrative; Supervisory, Technical and Confidential; TALC and SPALC **Salary Schedules** have also been posted to the web.

All documents above can be viewed at the following links:

Contracts: http://hr.leeschools.net/Employee_Relations.htm

Salary Schedules: <http://personnel.leeschools.net/schedules.htm>

The process for printing and distributing the new contracts for all TALC, SPALC and administrative staff will begin soon. Our goal is to have the new contracts to your building/location by the first week in September and your patience is appreciated. If after the distribution schedule you have not received your supply or did not receive a sufficient supply, please contact Linda Jo Sanders in HR at Linda-jsa@leeschools.net or 461-8442.

The HR Division staff would like to thank Linda Benzing for completing the major portion of the contract and salary schedule revisions. Additionally a thanks is in order for Linda Jo Sanders and Marc Mora for further edits and revision as well as posting the new documents to our website.

New Teacher Final Performance Assessment

The Teacher Final Performance Assessment has been totally revamped for the 2009—2010 school year. A committee of principals and teachers worked on revising and refining the teacher assessment instrument for more than 2 years and this new instrument is a direct result of these efforts. This updated version of the final performance assessment should provide more clarity and be easier to use than the previous final performance assessment.

Training on the new assessment will be provided for principals at the September principal's meetings. In the meantime, you should be aware that you are required by contract to inform each teacher of the criteria and the procedures used in his/her evaluation within the first 60 days of the teacher's contract year (See Section 10.01).

As we begin our Phase II PeopleSoft Go-Live in December, a new on-line version of this assessment instrument will be available. This new version will allow us to go virtually paperless. In the meantime, share the current PDF version but explain that the new version on-line will look different but will contain the same content. Do not begin completing assessments using this form since we will be converting to an electronic version later this year. You can find the new link at the following web address: http://hr.leeschools.net/pdf/FPA/Instructional_Final_Performance_Assessment.pdf



IMPORTANT: MAP Update

Once again we are preparing for the annual performance pay distribution. Staff are currently working through the process of calculating and rank ordering instructional staff within their assigned silos. Additionally we are also in the process of determining administrative pay which is dependent on school-wide gain and an individual's performance assessment score. **Principals: If you have not completed an evaluation of your AP for this year he or she may miss an opportunity to earn performance pay.**

Our goal is to distribute performance pay for instructional and administrative staff on or before **September 30, 2009 payroll.**

Best Wishes for a Positive School Opening

