

2.26 EVALUATIONS

Disabled employees who need reasonable accommodations in order to perform essential job functions shall not be evaluated on their ability to perform the function without such accommodation.

A. Teachers

10. The final year of probation for an annual contract teacher should approximate that of a teacher who has achieved professional contract status. Except in unusual circumstances the final evaluation period shall determine the teacher's employment year. A teacher in this circumstance whose overall rating is not satisfactory shall be notified in writing through the evaluation instrument, shall not be recommended for reappointment, and an appeal by the supervisor or teacher to the Superintendent shall be only under very exceptional circumstances. ~~The overall rating will be considered not satisfactory should any competency on either the professional or performance assessment be marked "not satisfactory." The identification of an ineffective indicator will be evidence of an unsatisfactory competency.~~ An overall performance rating of "U" will be checked on the Instructional Performance Appraisal form if thirty items or fewer have been marked or if less than three items have been marked in an area.