

Contractual Right to Union Representation during Observation and Evaluation Conferences

1. Professional Performance Review Article XI (H) states that:
“Unit members will not ordinarily be accompanied by a representative at evaluation conference although they may be accompanied at such conferences if reasonable notice has been given to the evaluator.”

2. As a settlement to an Improper Labor Practice charge filed by the GTA against the District in 2002, the Professional Performance Review Article has been amended as follows:
 - A. The parties acknowledge that a teacher may be accompanied by Association representatives at post observation conferences only if the teacher requests such representation and, reasonable notice is provided to the observer.

 - B. The District acknowledges that a teacher who requests the presence of Association representatives at a post observation conference will not, as a result of that request, be subject to a charge of insubordination.

3. When accompanying a unit member to an evaluation conference or a post observation conference, the representative needs to ensure that the evaluator is given reasonable notice that the representative will be in attendance.