

ARTICLE 43b23 (Efl)-1 oC2ct4 Tc 2-0.008ARA3 T40 Tc98()Tj-0 (REER)
quality of education. In order for students to succeed in learning, teachers must
succeed in teaching. Therefore, the parties agree to cooperate in the
implementation of programs to improve the quality of instruction through

20.2.3.13 Evaluating annually the impact of the PAR program in order to improve the program;

20.2.3.14 Developing and implementing a plan to stagger the initial terms of Consulting Teachers so that no more than a majority of Consulting Teachers' terms will expire in any year;

20.2.3.15 Ensuring that no member shall participate in discussing and voting on any matter in which he/she has a professional or personal conflict of interest. If necessary, to prevent a violation of this section, the Association or District shall have the power to appoint an alternate for their member to the panel;

20.2.3.16 Accepting or rejecting referrals from volunteers;

20.3 All proceedings and materials related to evaluations, reports and other personnel matters shall be deemed personnel records and shall remain confidential except as necessary to administer this Article, subject to the following exceptions:

20.3.1 In response to subpoenas or orders of the court;

20.3.2 Except for voluntary participants the final report may be used by the District in any employment action based upon instructional performance.

20.3.3 Joint Committee members and Consulting Teachers may disclose information only as necessary to administer this Article.

20.4 The District shall hold harmless the members of the PAR panel and the Consulting Teacher for any liability arising out of their participation in this program.

20.5 The Peer Assistance Review Program shall not deal with teacher employment issues arising from allegations of neglect of duty, misconduct or matters resulting solely from attendance issues, which are distinct from teacher evaluations pursuant to Article 9 of the Collective Bargaining Agreement.

20.6 PARTICIPATING TEACHERS (PT)

20.6.1 A Referred Participating Teacher is a teacher with permanent status who is referred for assistance to the PAR Program in order to improve his or her instruction skills, classroom management, knowledge of subject, and/or related aspects of his or her teaching performance as a result of an overall unsatisfactory final evaluation and an administrative recommendation to PAR. Such recommendation shall not be solely based on a teacher's attendance record.

20.6.2 A Volunteer Participating Teacher is a teacher with permanent status who volunteers to participate in the PAR program. The purpose of participation in

the PAR Program for the Volunteer Participating Teacher is for peer assistance only and the Consulting Teacher shall not participate in a performance review of the Volunteer Participating Teacher. The Volunteer PT may terminate his or her participation in the PAR Program at any time. Provided, however, that a Volunteer Participating Teacher may be referred to the PAR Program as a result of an unsatisfactory performance evaluation (when such referral occurs the volunteer's status shall be converted to that of Referred Participating Teacher). Inclusion of voluntary participant's documents shall be at the

20.12 Consulting Teachers shall assist Participating Teachers by demonstrating, observing, coaching, conferencing, referring and/or by other activities, which, in their professional judgment, will assist the Participating Teacher. When necessary to obtain specialized subject matter or instructional competency, the Consulting Teacher shall be authorized to obtain additional assistance to fully address identified areas of deficient performance. This assistance shall be obtained with the approval of the Joint Committee and pursuant to procedures established by the District Coordinator. In such cases, the Consulting Teacher shall retain primary responsibility for the assistance and support program.

20.13 PROGRAM CONFIGURATION MODELS FOR CONSULTING TEACHERS

20.13.1 The preferred model for service by Consulting Teachers in the Peer Assistance and Review Program shall be a Full-time Release Model. When the Joint Committee deems it necessary or appropriate, other models as indicated below may be used. In calculating all ratios indicated below, a Referred Participating Teacher shall be deemed to have a weight of 2.

20.13.2 Full-Release Model

20.13.2.1 Each Full Release Consulting Teacher model shall serve a 194, "flexible" calendar while in the position of Consulting Teacher. Days of work shall be defined as an 8-hour. Compensation for this expanded work year will be a .13 factor based on the individual bargaining unit member's placement on the certificated salary schedule. Hours in excess of 8-hours per day shall be approved by the Joint Committee and compensated at certificated hourly rate.

20.13.2.2 Each Full Release Consulting Teacher shall be assigned no more than the equivalent of 15 Participating Teachers. No Full-Release Consulting Teacher shall be assigned more than five (5) Referred Participating Teachers.

20.13.2.3 Upon completion of his/her service as a Full-time Release Consulting Teacher, the teacher shall have the right to return to the school and track of his/her prior assignment unless such assignment no longer exists, in which case, Voluntary Transfer Article 8.4 will be utilized.

20.13.2.4 If, given fiscal constraints, the district finds it necessary to implement the full-release model with 184-day work year and a "7.5-hour" workday (inclusive of lunch), the Joint Committee will establish and monitor adjustments in the caseload (number of teachers served) and the expected number of direct hours of service per participant. This full-release configuration will provide the Consulting Teacher the ability to schedule observations and meetings for teachers

served within the parameters of the normal school day, subject to approval of the Consulting Teacher supervisor. In addition, the Consulting Teacher will be allowed to schedule the 184-day work year, with approval of the Consulting Teacher supervisor, to meet

may provide a copy of the document to the Consulting Teacher who shall report the same to the Joint Committee.