

SAMPLE LANGUAGE 3

SECTION 11.

DISPUTE RESOLUTION PROCESS

CEA Public Schools believes that evaluation must be a collaborative process between the evaluator and teacher, drawing on the expertise and perspective of both parties. However, recognizing that disagreements may arise during the process, and in accordance with the *Connecticut Guidelines for Educator Evaluation*, a comprehensive dispute resolution process has been designed and agreed to by the PDEC, which includes the superintendent.

The PDEC will have responsibility for overseeing the dispute resolution process, and will establish an Appeal sub-committee. PDEC members who wish to do so will serve as the members Appeal Committee; additional teachers and/or administrators will be added specifically to the Appeal Committee if need be so that the elementary, middle, and high schools are appropriately represented. Additional teachers who are interested in serving on the Appeal Committee will submit an application to their bargaining unit, and be selected by that unit. All who are accepted onto the Appeal Committee will have evaluation ratings of at least proficient or higher in the year prior to their appointment to the committee.

Any dispute that cannot be resolved at the school level can be filed with the Appeal Committee for resolution through a hearing. The dispute will be heard by a minimum of 4 selected members of the Appeal Committee with the number of teachers and administrators always being equal. The Appeal Committee members may not work in the same school as the party filing the dispute, and may not include either of the parties involved in the dispute. If the Appeal Committee has difficulty reaching a decision regarding the dispute, they may request the assistance of a neutral third party. The neutral third party must be mutually agreed upon by the superintendent and president of the respective bargaining unit. The Appeal Committee *must* come to a resolution for the dispute.

The PDEC has established processes and guidelines for selection of members for the Appeal Committee, training required to serve, timelines for service on the committee, and timelines for submitting and resolving a dispute (Appendix ____).