

Negotiations Contract year 2003-04

Proposal

JEA proposes an appeal process be established. We request that the appeal process become part of the Professional Development Days Guidelines distributed through the Teacher Quality and Professional Development Committee.

Rationale:

At the present time, the Teacher Quality and Professional Development Committee has not had the opportunity to address the problems with inconsistency between schools of Individual Professional Development days. We are receiving numerous reports of those problems. JEA believes that some type of process should be established to allow educators who feel their local school administrators are not approving educators' plans. We believe that most teachers will be able to demonstrate the connection between their individual plan and local school CSIP plans and should be allowed to implement the days as they (the individual) has designed them.

Appeal Process for Individual Professional Development Days

1. Concerns regarding the approval of the educator's individual professional development plan will be discussed with both parties (principal and educator) with the objective of resolving the issue informally. Both parties have the right to have the plan reviewed through the appeal process.
2. If the issue cannot be resolved within 15 working days from submission of the plan, individuals may initiate the review process.
3. Request for review must be submitted in writing to the Area Executive Director. A copy of the request will be given to the school principal.
4. The area executive director will convene an appeal committee made up of the area executive director and one representative from the Jordan Education Association.
5. A summary of the Appeal Committee findings and conclusions will be prepared by the area executive director and sent to the requesting party with 10 working days of the receipt of the request for the review. The conclusions of the Appeal Committee are final.