

**2023-2024 CALENDAR FOR AFT PROFESSIONAL STAFF MULTI-YEAR  
CONTRACT CONSIDERATION Notify Date April 1st**

**2023**

AFT Professional Staff serving in a multi-year contract ending June 30, 2025, shall complete, with their supervisors, the Annual Performance Assessment System (APAS) for the current appraisal period of July 1, 2022– June 30, 2023 (September 1, 2022 – June 30, 2023 for ten (10) month employees) and prepare the APAS form for the next appraisal period, July 1, 2023– June 30, 2024 (September 1, 2023– June 30, 2024 for ten (10) month employees). Core Goal(s) and/or Unit Goal(s), Employee Outcomes, Achievement Targets, and Measures for the appraisal period should be discussed and established at this time. Note: the APAS for the next appraisal period should be prepared as close to July 1<sup>st</sup> as possible to ensure that job expectations for the year are clear for the employee and supervisor (for ten (10) month employees, the APAS for the next appraisal period should be prepared as close to September 1<sup>st</sup> as possible).

**Note:** APAS forms should not be sent to Employee Relations at this time. The complete, evaluated 2022-2023 APAS and prepared 2023-2024 APAS shall be submitted to Employee Relations on or before Friday, March 1, 2024, in accordance with this calendar as part of the reappointment application. **All** reappointment applications and supporting documentation **MUST** be submitted in **DIGITAL** format and all documents **MUST** be signed.

**2024**

**Thursday, January 11, 2024 (on or before)**

AFT professional staff employees shall submit a written request for a multi-year contract consideration to the appropriate supervisor. Requests shall include a complete, evaluated APAS for the current appraisal period July 1, 2022 – June 30, 2023 (September 1, 2022 – June 30, 2023 for ten (10) month employees), a one page written self-evaluation, including a summary of the past year(s) accomplishments including achievement goals; and analysis of professional contributions and potential for continued development; a statement of professional goals and objectives; a current dated resume; and a current, dated job description. In addition, a prepared, unevaluated APAS for the next appraisal period, July 1, 2023 – June 30, 2024 (September 1, 2023– June 30, 2024 for ten (10) month employees) shall be submitted with the request.

**Optional:** Professional staff employees shall meet with their supervisors to identify at least three (3) employees serving with the candidate in a regular and continuing, functional, working relationship from who supervisors will request written evaluations. The list must satisfy the supervisor’s need for relevant feedback. A current job description should be included with each request.

**Tuesday, January 16, 2024 (on or before)**

Written peer evaluations (if requested) shall be submitted to the appropriate supervisor.

**Thursday, January 18, 2024 (on or before)**

Supervisors completing the APAS shall review and consult with their Managers regarding the assessment of the professional staff member(s) prior to the individual meetings with employees.

**Friday, January 26, 2024 (on or before)**

Supervisors shall hold formal assessment meetings with their employees regarding the APAS for the current appraisal period July 1, 2022 – June 30, 2023 (September 1, 2022 – June 30, 2023). The request for reappointment is reviewed and discussed at this time. Results and/or Analysis, Action Plan, and Supervisor Comments should be assessed on the APAS. In addition, the Core Goal(s) and/or Unit Goal(s), Employee Outcomes, Achievement Targets, and Measures shall be prepared for the next appraisal period of July 1, 2023– June 30, 2024 (September 1, 2023 – June 30, 2024 for ten (10) month employees), if this has not already been done. Job descriptions should be dated and may be revised if necessary.

Supervisors shall inform professional staff of their recommendation and evaluation in writing on the APAS form.

**Friday, February 2, 2024 (on or before)**

Supervisors shall forward all documents to the Administrative Officer next in line, including a copy of the prepared APAS forms for the next appraisal period, July 1, 2023 – June 30, 2024 (September 1, 2023 – June 30, 2024 for ten (10) month employees).

**Friday, February 16, 2024 (on or before)**

Administrative Officers shall note their recommendations in writing on the APAS forms for the current appraisal period July 1, 2022 – June 30, 2023 (September 1, 2022– June 30, 2023 for ten (10) month employees). If a recommendation for non-reappointment is made, the Administrative Officer must notify the candidate in writing and the candidate may request a meeting. All documents shall be forwarded to the Core Head.

**Friday, March 1, 2024 (on or before)**

Core Heads note their recommendations in writing on the APAS forms for the current appraisal period July 1, 2022 – June 30, 2023 (September 1, 2022– June 30, 2023 for ten (10) month employees). If a recommendation for non-reappointment is made, the Core Head must notify the candidate in writing and the candidate may request a meeting. All documents shall be forwarded to the President via the Office of Employee Relations.

**Friday, March 29, 2024 (on or before)**

The President shall notify all applicants for reappointment of the action taken by the President.

**Tuesday, April 16, 2024 (Tentative)**

The President forwards all nominations and supporting documentation for reappointment to the appropriate Board of Trustees (BOT) Committee for review and recommendation.

The appropriate BOT Committee shall meet to discuss the nominations for Multi-Year contract consideration.

**Monday, April 29, 2024 (Tentative)**

The BOT shall discuss and act on all nominations.

**Friday, May 3, 2024 (on or before)**

The President shall notify all applicants for reappointment of the action taken by the President (for non-reappointment) and the BOT (for reappointment).

**At every level if there is a negative recommendation, candidates must be notified in writing and may request a meeting with the person making the recommendation. This meeting will be held prior to the recommendation being submitted to the Administrative Officer next in line. It is the option of the candidate to request the presence of a Union representative at the meeting as an observer/advisor only. At least forty-eight (48) hours prior notice of the scheduled meeting will be given to the candidate unless waived by him/her. Candidates may also respond in writing and such information will be attached to the APAS packet and included in the candidate's personnel file.**