

**2026-2027 AFT PROFESSIONAL STAFF 2nd AND 3rd YEAR REAPPOINTMENT AND PART-TIME
CONTRACT CONSIDERATION**

Notify Date: April 1st

2026

All American Federation of Teachers (AFT) Professional Staff who started their employment at the College between July and December of 2025 or who have been employed at the College for one (1) year, as of September 2026, shall complete, with their supervisors, the Annual Performance Assessment System (APAS) for the appraisal period of July 1, 2025– June 30, 2026 (September 1, 2025 – June 30, 2026 for (10) month employees).

The APAS form for the appraisal period, July 1, 2026 - June 30, 2027 (September 1, 2026 - June 30, 2027 for ten (10) month employees), Core Goal(s) and/or Unit Goal(s), Employee Outcomes, Achievement Targets, and Measures should be initiated, discussed, and established at the start of the new performance year as soon as possible to ensure job expectations are clear for both employee and supervisor.

Note: The complete, evaluated 2025-2026 APAS and in addition the prepared, unevaluated 2026-2027 APAS shall be submitted to Employee Relations (ER) on or before Monday, March 08, 2027, in accordance with this calendar as part of the reappointment application. All reappointment applications and supporting documentation MUST be submitted/upload to the individual's Google Drive folder created and shared by ER and all documents MUST be signed.

2027

Thursday, January 07, 2027 (on or before)

AFT professional staff employees who started their employment at the College between July and December of 2026 or have been employed with the College for one (1) year as of September 2026 shall submit a written request for contract consideration for a 2nd or 3rd year (i.e., 2nd or 3rd Year Reappointment) to the appropriate supervisor. Requests shall include a complete, evaluated APAS for the appraisal period July 1, 2025 - June 30, 2026 (September 1, 2025 - June 30, 2026 for ten (10) month employees, a one-page written self-evaluation, including a summary of the past years' 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 appraisal period, July 1, 2026 - June 31, 2027 (September 1, 2026 - June 30, 2027 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 12, 2027 (on or before)

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

Thursday, January 14, 2027 (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.

Monday, February 01, 2027 (on or before)

Supervisors shall hold formal assessment meetings with their employees regarding the APAS for the appraisal period July 1, 2025 - June 30, 2026 (September 1, 2025 - June 30, 2026 for ten (10) month employees. 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 appraisal period of July 1, 2026 - June 30, 2027 (September 1, 2026 - June 30, 2027 for ten (10) month employees, if this has not already been done. As required, job descriptions should be reviewed and may be revised. Supervisors shall inform professional staff of their recommendation and evaluation in writing on the APAS form.

NOTE: Supervisors shall document their comments/recommendations in writing on the APAS forms.

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Thursday, February 11, 2027 (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 appraisal period, July 1, 2026 - June 30, 2027 (September 1, 2026 - June 30, 2027 for ten (10) month employees).

Monday, March 01, 2027 (on or before)

Administrative Officers shall note their recommendations in writing on the APAS forms for the appraisal period July 1, 2025 - June 30, 2026 (September 1, 2025 - June 30, 2026 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.

Thursday, March 25, 2027 (on or before)

Core Heads note their recommendations in writing on the APAS forms for the appraisal period July 1, 2025 - June 30, 2026 (September 1, 2025 - June 30, 2026 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.

Thursday, April 01, 2027 (on or before)

The President (through ER) shall notify all applicants for reappointment of the action taken by the President.

Tuesday, April 13, 2027 (Tentative)

The President (through ER) 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 2nd and 3rd Year Reappointment and Part-Time Contract Consideration.

Monday, May 03, 2027 (Tentative)

The BOT shall discuss and act on all nominations.

Tuesday, May 04, 2027 (on or before)

The President (through ER) shall notify all applicants for reappointment of the actions taken for non-reappointment; and the actions taken by 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. The candidate must be given at least forty-eight (48) hours prior notice of the scheduled meeting unless waived by the candidate. Candidates may also respond in writing and such information will be attached to the APAS packet and included in the candidate's personnel file.