

# BEAVERTON EDUCATION ASSOCIATION'S COUNTER PROPOSAL

## ARTICLE 6

December 9, 2021

BEA proposed **new language is in red**, proposed deletions **highlighted in light red**.

BSD proposed **new language is in blue**, proposed deletions **highlighted in light blue**.

Mutually proposed/agreed upon **new language are in green**, and mutually proposed agreed upon deletions **highlighted in light green**.

For proposals from BSD (like this one!):

Language in red ~~that is crossed out~~ is BEA proposed language that has not been accepted by BSD.

**Language highlighted in light red** but not crossed out in this counter is language that has been deleted in the BEA proposal but reinstated in the BSD proposal.

## ARTICLE 6

### COMPLAINTS CONCERNING EMPLOYEE PERFORMANCE

- A. When a complaint about an employee's performance is received by the administration, there shall be an administrator employee conference in each of the following circumstances:
1. If the administrator places a record of a complaint received from a parent, citizen of the District, or staff member in the employee's personnel file;
  2. If the administrator uses the parent, citizen, or staff member complaint as a basis of a written judgment of the employee; or
  3. If, in the administrator's judgment, such parent, citizen or staff member complaint is sufficiently relevant to the employee's performance as to indicate the desirability of such conference.
  4. If a student complaint alleges that an employee has committed a criminal act. In such cases, the student 16 2019 - 2021 shall be identified and a conference held within five working days unless prohibited because of an ongoing investigation by DHS and/or law enforcement. Other student complaints are not subject to the limitations contained in this Article.
- B. Only complaints from parents, citizens of the District or staff members which have been discussed with the employee within 30 working days after the complaint is brought to the attention of the District, (or student complaint as identified in Section A-4 above which has been discussed with the employee within five working days after the complaint is brought to the attention of the District) may be used against the employee in any subsequent action brought by the District.
- C. The Employee shall be notified if if a formal specific substantive complaint is recorded in the employee's working file, personnel file or used as a basis of a written judgment of the employee, the name of the complainant shall be included in the written record and the employees shall have the right to review the record and attach a rebuttal to any claims.