

## **Noncertified Employee Evaluation**

Evaluation of noncertified employees on their skills, abilities, and competence is an ongoing process supervised by the Assistant Chief Administrator/Director of Human Resources. The goal of the formal evaluation of noncertified employees is to maintain noncertified employees who meet or exceed the board's standards of performance, to clarify each noncertified employee's role, to ascertain the areas in need of improvement, to clarify the immediate priorities of the board, and to develop a working relationship between the administrators and other employees.

It is the responsibility of the Assistant Chief Administrator/Director of Human Resources to develop a process of evaluation and insure noncertified employees are formally evaluated according to the process.

Legal Reference: Aplington Comm. School District v. PERB, 392 N.W.2d 495 (Iowa 1986).  
Saydel Education Association v. PERB, 333 N.W.2d 486 (Iowa 1983).  
Iowa Code §§ 20.9; 279.14 (2009)  
281 I.A.C. 12.3(4)

Cross Reference: 411.2 Classified Employee Qualifications, Recruitment, Selection  
411.8 Classified Employee Probationary Status

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