

COACH Evaluations and July 2021 Merit Increase

The parties, the Association of Pennsylvania State College and University Faculties (APSCUF) and the Pennsylvania State System of Higher Education (PASSHE), agree to the following:

Section 1.

Due to the COVID-19 pandemic, the parties take into consideration that the performance review and evaluation (evaluation) of COACHES per Article 23 of the Coaches' CBA may be interrupted through no fault of the COACHES, their evaluators, or the Universities and thus, result in difficulty completing COACHES' evaluations in their entirety per the CBA.

The parties, State APSCUF and PASSHE, agree to allow the local parties (Universities and local APSCUF chapters) to enter one-time local agreements to address the impact of the COVID-19 pandemic. The parties may agree to suspend Coaches' performance reviews and evaluations in their entirety, conduct a limited evaluation with available data, or other solutions as agreed to by the local parties, to address the interruption.

As a result of this agreement, those affected coaches who have their evaluations suspended or where a limited evaluation is completed as a result of a local agreement:

- 1) Shall have a copy of both this agreement and the corresponding local agreement placed in their official personnel files to note the reason for suspended evaluations; or,
- 2) Limited evaluations (those completed with some data) shall have a copy of both this agreement and the corresponding local agreement placed in their official personnel files to note the reason for the limited evaluation; and,
- 3) Decisions to suspend a coach's evaluation or to complete a limited evaluation will not be held against the coach nor be used as a reason for non-renewal.

Section 2.

The parties agree that based upon the continued impact of the pandemic in the 2020-2021 Fiscal Year, the two and one-half percent (2.5%) merit pool noted in Article 10, Section 4.A., for Fiscal Year 2021-2022, will be converted to a two and one-half percent (2.5%) annual salary adjustment effective July 1, 2021, for COACHES with at least one (1) year of service at their UNIVERSITY as of the start of the fall 2021 semester.

This agreement and any corresponding local agreements as set forth in this agreement will not set precedent or prejudice the rights of either party, and is limited only to address affected coaches' evaluations that are due for completion for the 2020-2021 fiscal year and the July 1, 2021 merit increase only.

For APSCUF:



Jamie S. Martin, President

5/27/2021

Date

For the State System:



Daniel I. Greenstein, Chancellor

6/7/2021

Date