

5. ~~The evaluation procedure, not the evaluation ratings or content, shall be subject to the grievance procedure. Half-year Evaluation/Restoration of Salary Step/Retroactive Payment: If an employee's salary step advancement is withheld under the one-year process described above, the District will, in the first semester after the non-advancement, determine whether or not the performance factors which received less than satisfactory ratings have improved to satisfactory. If the ratings have improved to the extent where a salary freeze would not have occurred when it did occur, the salary step advancement will occur prospectively effective with the February paycheck. In addition to that prospective adjustment, if all factors marked less than satisfactory are rated satisfactory at the end of the school year after the salary step withholding occurs, the employee will receive retroactive payment for the step increment lost during the first semester. If the conditions for withholding of salary step advancement are satisfied, the employee may elect instead to have funds equivalent to the step advancement deducted from his/her salary and utilized as described above.~~