MEMORANDUM OF UNDERSTANDING

Between

The Board of Education, Peoria Public School District No. 150
and

The Peoria Federation of Teachers, IFT-AFT/AFL-CIO, Local #780

This Memorandum of Understanding (MOU) is entered into by the Board of Education of City of Peoria School District No. 150 and the Peoria Federation of Teachers, IFT-AFT, AFL-CIO Local No. 780 (Union) pursuant to Senate Bill 7, Public Act 97-0008 after conducting a Joint Committee meeting to discuss the criteria for the honorable dismissal groupings for the 2019-20 school year. This MOU is entered into on January 13, 2020 and shall be in effect until June 30, 2020.

Pursuant to a majority vote of the Senate Bill 7 Joint RIF Committee, the parties agree that:

1. Any certified staff member hired after November 25, 2019, will not receive a 2019-20 summative evaluation and rating and, as such, will be placed into Group I (not evaluated) for the sequence of honorable dismissal lists and groupings for any reduction-in-force for the 2019-20 school year.

2. Any certified staff member hired before November 25, 2019, who is absent less than 20 workdays during the 2019-20 school year shall receive a summative performance evaluation rating for the school year provided the employee was evaluated in compliance with the Peoria Public Schools Teacher Evaluation Plan.

3. Any certified staff member hired on or before November 25, 2019, who is absent for 20 or more work days during the 2019-20 school year or hired more than 30 school days after the first day of the 2019-20 school year (identified as after September 25, 2019), shall receive a summative performance evaluation rating for the school year provided the employee was evaluated in compliance with the minimum requirements of the Illinois School Code and the related ISBE regulations by no later than March 1, 2020. For tenured Year 1 certified staff members: If needed, a formal observation may be done through May 8, 2020 so it can be factored into the final ECC Soft rating. The staff member or evaluator may request an additional Informal Observation to be done by February 28, 2020. For non-tenured certified staff members: If needed, a Formal Observation may be held during the week of February 10, 2020. The staff member or evaluator may request an additional Informal Observation to be done by February 28, 2020. If the employee does not receive such an evaluation, no summative performance evaluation rating will be issued, and that year shall not count as an evaluation year (e.g. no “Proficient” rating will be issued) and the employee shall be evaluated again during the following school year. The minimum requirements of the Illinois School Code and the related ISBE regulations include, but are not limited to the following:

A. Probationary teachers/certified staff must be observed three times, two of which must be formal observations.
B. Tenured teachers/certified staff who received a summative rating of “Excellent” or “Proficient/Satisfactory” on their previous evaluation must be observed two times, one of which must be formal.

C. Tenured teachers/certified staff who received a summative rating of “Needs Improvement” or “Unsatisfactory” on their previous evaluation must be observed three times, two of which must be formal.

4. Any certified staff member who moved into a new position after October 1st, 2019, due to Class Size moves, Program Change, Internal building moves or other Administrative directed moves, shall receive a summative performance evaluation rating for the school year provided the employee was evaluated in compliance with the minimum requirements of the Illinois School Code and the related ISBE regulations by no later than March 1, 2020. For tenured Year 1 certified staff members: If needed, a formal observation may be done through May 8, 2020 so it can be factored into the final ECC Soft Rating. The staff member or evaluator may request an additional Informal Observation to be done by February 28, 2020. For non-tenured certified staff members: If needed, a Formal Observation may be held during the week of February 10, 2020. The staff member or evaluator may request an additional Informal Observation to be done by February 28, 2020. If the employee does not receive such an evaluation, no summative performance evaluation rating will be issued, and that year shall not count as an evaluation year (e.g. no “Proficient” rating will be issued) and the employee shall be evaluated again during the following school year. The minimum requirements of the Illinois School Code and the related ISBE regulations are defined in A-C in #3 above.

A. For the purpose of monitoring teachers who have been “moved” to a different school than the one in which they started the year, district administration will check in with the building principal to receive an update on the evaluation status of such teacher at the time of the MCC. The administration will notify the PFT if such status is less than “Proficient”. Any non-tenured teacher or tenured teacher in Year 2 of the evaluation cycle who has been moved to a new assignment at any time during the school year has 3 options for completing the Student Growth portion of their evaluation. First, they may complete the process by the established guidelines and dates. Second, in collaboration with their evaluator, they may establish a new timeline to complete the process. Finally, they may elect to forgo the Student Growth process as part of their evaluation, thus having their evaluation based solely on the Professional Practice component.

B. Within 14 days of the Teacher's receipt of his/her summative evaluation rating, a “Moved” Teacher may challenge the evaluation by submitting a written or email notice in the form set forth in Exhibit A to the evaluator. Representatives from the Administration and the PFT will collaborate to re-assess the merits of the challenged evaluation.

C. Placement in Grouping for the 2019-20 School Year:
Based upon the recommendation of the Joint Committee, for the 2019-2020 school year, moved teachers who successfully challenge their evaluation as determined by representatives of the District and PFT, shall be placed in the grouping for purposes of the sequence of honorable dismissal list that they were in during the 2018-19 school year; with the following exceptions:

i. First-year Teachers who do not challenge their evaluation pursuant to paragraph B shall be placed in the grouping as determined by their summative evaluation rating received on their 2019-20 evaluations.

ii. First-year Teachers who successfully challenge the evaluation pursuant to paragraph 1, shall be placed in Group 1.

iii. Any Teacher who receives a summative evaluation of "Unsatisfactory" on his/her 2019-20 evaluation and, does not challenge his/her evaluation pursuant to paragraph I shall be placed in Group 2.

D. Placement in Groupings for Future Years:
In determining placement in the grouping for purposes of the sequence of honorable dismissal list the in 2019-20 school year and thereafter, the summative evaluation rating received on the Teacher's 2019-20 evaluation shall be utilized in accordance with Section 24-12 of the School Code as modified by the Joint Committee, unless the evaluation was successfully challenged, in which case the rating received as a result of challenging the evaluation shall be utilized.

5. The evaluation(s) for any certified staff member that had a “break in service” (a break whereby the staff member’s district seniority stopped accruing) prior to the implementation of the Performance Evaluation Reform Act (PERA) on September 1, 2012 shall not be counted in determining the average for placement in the Honorable Dismissal Groupings.

Dated this 13th day of January, 2020.

FOR THE UNION:

Jeffrey Adkins-Dutto
President, PFT Local No. 780

FOR THE DISTRICT:

Daniel Adler
President, Board of Education

Dr. Sharon Desmoulin-Kherat
Superintendent of Schools
MEMORANDUM

To: Teacher Evaluator
From: [INSERT NAME]
Date: [INSERT DATE]
Re: Official Challenge to 2019-20 Evaluation

Please be advised that this memorandum shall serve as official, written notice of my challenge to the 2019-20 Evaluation.

Signed: ____________________________

Date: ____________________________
TO: BOARD OF EDUCATION

SUBJECT: MEMORANDUM OF UNDERSTANDING WITH THE PEORIA FEDERATION OF TEACHERS (LOCAL #780) REGARDING FY20 RIF JOINT COMMITTEE

Proposed Action by the Board of Education:

That the Board of Education approve the attached Memorandum of Understanding between the Board of Education, Peoria Public School District No. 150 and The Peoria Federation of Teachers, IFT-AFT/AFL-CIO, Local #780 as required by Senate Bill 7, Public Act 97-0008, 105 ILCS 5/24-12, establishing criteria for the honorable dismissal groupings for the 2019-2020 school year. This Memorandum of Understanding was prepared by the District's Joint Senate Bill 7 Committee.

Submitted by:

Dr. Alexander U. Ikejiaku
Associate Superintendent for Human Resources

Approved by:

Dr. Sharon Desmoulin-Kherat
Superintendent of Schools