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 2018-19 school year. This MOU is entered into on January 14, 2019 and shall be in effect until June 30, 2019.

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 26, 2018, will not receive a 2018-19 summative evaluation and rating and, as such, will be placed into Group 1 (not evaluated) for the sequence of honorable dismissal lists and groupings for any reduction-in-force for the 2018-19 school year.

2. Any certified staff member hired before November 26, 2018, who is absent less than 20 work days during the 2018-19 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 26, 2018, who is absent for 20 or more work days during the 2018-19 school year or hired more than 30 school days after the first day of the 2018-19 school year (identified as after September 24, 2018), 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, 2019. For tenured certified staff members: If needed, the January 18, 2019 “Conditional” Formal Observation 2 will be replaced by a Formal Observation. The staff member or evaluator may request an additional Informal Observation to be done by February 28, 2019. For non-tenured certified staff members: If needed, a Formal Observation may be held during the week of February 11, 2019. The staff member or evaluator may request an additional Informal Observation to be done by February 28, 2019. 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, 2018, 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, 2019. For tenured certified staff members: If needed, the January 18, 2019 “Conditional” Formal Observation 2 will be replaced by a Formal Observation. The staff member or evaluator may request an additional Informal Observation to be done by February 28, 2019. For non-tenured certified staff members: If needed, a Formal Observation may be held during the week of February 11, 2019. The staff member or evaluator may request an additional Informal Observation to be done by February 28, 2019. 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 teacher who has been moved to a new assignment due to class-size adjustments and thus is NOT able to fully complete the entire Student Growth component of the evaluation process, shall receive a rating of “PROFICIENT” for that portion of the evaluation.

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 reassess the merits of the challenged evaluation.

C. Placement in Grouping for the 2018-19 School Year:
Based upon the recommendation of the Joint Committee, for the 2018-2019 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 2017-18 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 2018-19 evaluations.

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

iii. Any Teacher who receives a summative evaluation of "Unsatisfactory" on his/her 2018-19 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 2018-19 school year and thereafter, the summative evaluation rating received on the Teacher's 2018-19 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 14th day of January, 2019.

FOR THE UNION:

[Signature]
Jeffrey Adkins-Dutro
President, PFT Local No. 780

FOR THE DISTRICT:

[Signature]
Daniel Adler
President, Board of Education

[Signature]
Dr. Sharon Desmoulin-Kherat
Superintendent of Schools
MEMORANDUM

To: Teacher Evaluator
From: [INSERT NAME]
Date: [INSERT DATE]
Re: Official Challenge to 2018-19 Evaluation

Please be advised that this memorandum shall serve as official, written notice of my challenge to the 2018-19 Evaluation.

Signed: ____________________________

Date: ____________________________