

Metamora CCSD #1

Board of Education SB 7 RIF Committee Meeting

November 23, 2020 @ 11:30am

Metamora Grade School - Library

Agenda

1. Call to order.
2. Roll call.
3. Review and complete Joint Committee Questionnaire provided by ROE 53.

(1) The joint committee must consider and may agree to criteria for excluding from grouping 2 and placing into grouping 3 a teacher whose last 2 performance evaluations include a Needs Improvement and either a Proficient or Excellent.

Place an "X" by one of the following:

____ The Committee considered the foregoing, but did not reach agreement on the matter, therefore, the otherwise applicable requirements of Section 24-12(b) of the School Code apply. The committee agreed not to move teachers from group 2 to group 3.

____ The Committee considered the foregoing and agreed to the following criteria for excluding certain teachers from grouping 2 and placing them into grouping 3:

(2) The joint committee must consider and may agree to an alternative definition for grouping 4, which definition must take into account prior performance evaluation ratings and may take into account other factors that relate to the school district's or program's educational objectives. An alternative definition for grouping 4 may not permit the inclusion of a teacher in the grouping with a Needs Improvement or Unsatisfactory performance evaluation rating on either of the teacher's last 2 performance evaluation ratings.

Place an "X" by one of the following:

____ The Committee considered the foregoing, but did not reach agreement on the matter, therefore, the otherwise applicable requirements of Section 24-12(b) of the School Code apply. The committee agreed not to create an alternate definition for group 4.

____ The Committee considered the foregoing and agreed to an alternative definition for grouping 4, to include the following:

(3) The joint committee may agree to include within the definition of a performance evaluation rating a performance evaluation rating administered by a school district or joint agreement other than the school district or joint agreement determining the sequence of dismissal.

Place an "X" by one of the following:

___ The Committee agreed to include within the definition of a performance evaluation rating a performance evaluation rating administered by a school district or joint agreement other than the school district or joint agreement determining the sequence of dismissal.

___ The Committee did not agree to include within the definition of a performance evaluation rating a performance evaluation rating administered by a school district or joint agreement other than the school district or joint agreement determining the sequence of dismissal. The committee agreed not to accept performance ratings administered by a school district or joint agreement.

(4) For each school district or joint agreement that administers performance evaluation ratings that are inconsistent with either of the rating category systems . . . the school district or joint agreement must consult with the joint committee on the basis for assigning a rating that complies with [the four categories required by law] to each performance evaluation rating that will be used in a sequence of dismissal.

Place an "X" by one of the following:

___ The School District's performance evaluation ratings are consistent with the rating category system(s) in the School Code, and this provision does not apply.

___ The School District's performance evaluation ratings are inconsistent with the rating category system(s) in the School Code, and the Committee agrees on the following basis for assigning a rating that complies with the School Code:

(5) Upon request by a joint committee member submitted to the employing board by no later than 10 days after the distribution of the sequence of honorable dismissal list, a representative of the employing board shall, within 5 days after the request, provide to members of the joint committee a list showing the most recent and prior performance evaluation ratings of each teacher identified only by length of continuing service in the district or joint agreement and not by name. If, after review of this list, a member of the joint committee has a good faith belief that a disproportionate number of teachers with greater length of continuing service with the district or joint agreement have received a recent performance evaluation rating lower than the prior rating, the member may request that the joint committee review the list to assess whether such a trend may exist. Following the joint committee's review, but by no later than the end of the applicable school term, the joint committee or any member or members of the joint committee may submit a report of the review to the employing board and exclusive bargaining representative, if any.

___ The Committee considered this provision, and Committee members are aware of their right to request such a list.

The members of the Joint Committee agree that the foregoing is an accurate description of the types of discussions of the Committee and reflects any agreements, which have been reached by the Committee.

4. Adjournment.

Committee Members – Dr. Dunnan, Bob Fisher, Joe Gulandri, Tim Damery, Sandra Freitag, Amy Ernenputsch, Jean Ratliffe, Beth Wiley, and Elizabeth Anglin.