

## **MEMORANDUM OF UNDERSTANDING**

### **2020-2021 TEACHER EVALUATIONS**

The purpose of this memorandum is to memorialize the understanding reached between the Oregon Community School District No. 220 Board of Education (“Board” or “District”) and the Oregon Education Association, IEA-NEA (“Association”) (collectively “the parties”) concerning the 2020-2021 and 2021-2022 teacher evaluation process at all of the schools in the District as a result of the COVID-19 pandemic.

On June 18, 2020, Governor Pritzker signed Public Act 101-0643 into law, which amended the *Illinois School Code* by modifying Section 24-11 to address default evaluation ratings in the event a teacher who otherwise is scheduled for an evaluation is not evaluated during the time in which the Governor has declared a disaster under Section 7 of the Illinois Emergency Management Act, including the Governor’s disaster proclamation due to COVID-19.

In light of the Governor’s order and the amendment to the teacher evaluation statute, the Association and the administration of the District (“District Administration”) met to discuss Teacher Evaluations. As a result of the discussion the parties reached an agreement as follows:

1. The parties understand that tenured teachers who received a proficient or excellent rating on their last evaluation and are on cycle to be formally evaluated during the 2020-2021 school years as determined by the administration.
2. Any such tenured teacher who was otherwise on cycle for a formal evaluation during the 2020-2021 school year but who does not receive an evaluation, will not receive a formal evaluation until the 2022-2023 school year.
3. The parties understand that an evaluation cycle for tenured teachers is normally a two year period and that teachers are continuously evaluated during that two year period. In this case, the evaluation cycle will be a three year period. Accordingly, any performance issues or concerns that are identified during the two school years preceding the year in which the tenured teacher is to be evaluated may be included in the formal evaluation in accordance with the District’s Evaluation Plan and the Collective Bargaining Agreement.
4. Consistent with Section 24-11 of the *School Code*, any tenured teacher who is on cycle to be formally evaluated during the 2020-2021 school year and who does not get evaluated shall have his/her 2020-2021 evaluation rating default to “Proficient”, except that, pursuant to P.L. 101-643, during any time in which the Governor has declared a disaster due to a public health emergency pursuant to Section 7 of the Illinois Emergency Management Agency Act, such tenured teacher who received “Excellent” on their last evaluation shall receive an “Excellent.”
5. During the 2020-2021 school year, tenured teachers may request to be evaluated. This request should be in writing to their principal no later than August 31<sup>st</sup> at the close of business.

6. It is the goal of the administration to evaluate all non-tenured teachers during the 2020-2021 school year. However, consistent with Section 24-11 of the *School Code*, any non-tenured teacher who does not get evaluated during the 2020-2021 school year shall have his/her 2020-2021 evaluation rating remain at the same level as they were in their last summative evaluation.
7. The parties understand that nothing in this Memorandum of Understanding limits the building administration's authority to conduct informal evaluations and drop-ins of all tenured and non-tenured teachers.
8. The parties agree that the Evaluation Committee shall have the authority and discretion to amend the Student Growth Data metric of the teacher evaluations, as outlined in the District Evaluation Plan, as needed to reflect the realities of student growth during a pandemic.
9. This Memorandum of Understanding shall expire at the end of the 2021-2022 School Year.
10. The terms and conditions of this mutual agreement as noted herein are non-precedential and not subject to the Grievance Procedure or Arbitration Proceedings contained in the 2018-2021 Collective Bargaining Agreement between the Oregon Education Association and the Oregon Community School District No. 220 Board of Education.

Reviewed and agreed to this 17 day of AUGUST, 2020 as a complete statement of the parties' understanding with respect to this mutual agreement

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Board of Education,  
Oregon Community Unit  
School District No. 220

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Oregon Education Association, IEA-NEA

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Date

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Date