

## MOA: Teacher Evaluation 2021-2022

This Memorandum of Agreement ("MOA") between the Board of Education of DuPage High School District No. 88, DuPage County ("Board"), and the DuPage District 88 Council, Local 571, American Federation of Teachers ("Union") is made and entered on September 28, 2021, and shall be subject to the terms and provision of the collective bargaining agreement ("CBA") between the parties regarding the COVID-19 (Coronavirus) Teacher Evaluations Agreement for the 2021-2022 School Year.

In accordance with Article 24, Employment of Teachers- Tenure- Duties of Teachers, of the *Illinois School Code*, and the District 88 Certified Staff Evaluation Plan, the following modifications will be made:

1. All Teachers on cycle will complete an Initial Conference.
2. Tenured Teachers who received a performance evaluation of Excellent or Proficient during their previous cycle (2019-2020), will be formally observed once by the department head and will be informally observed once by the administrator. If an administrator already completed a formal evaluation, then the department head will not evaluate that Teacher.
3. Nontenured Teachers will be observed formally twice, once by the department head and once by the administrator. They will be observed informally once by the administrator.
4. When applicable, midpoint meetings will be held during Monday mornings for an entire PLC and/or department. This could include co-teachers and/or members of other departments who are using the same data points. If an individual midpoint needs to be held outside of a PLC and/or department Monday morning meeting, then that meeting shall be scheduled during the Teacher's conference period.
5. Formal and informal observations would be completed no later than February 15, 2022.
6. Summative Evaluations will take place no later than March 1, 2022.

\*Per the *Illinois School Code*, 105: 5/24-11 and 5/24-12, the Board and the Union may negotiate special provisions due to the undue stress that the COVID-19 pandemic has placed on all parties involved. Therefore, if Governor Pritzker and/or ISBE put out new legislation on October 19, 2021 following the Veto Session, or at any other time, that allows for District 88 to waive tenured Teachers from being evaluated during the 2021-2022 School Year, then the evaluation process will cease for tenured Teachers.

1. Those Teachers would then earn their previous cycle's (2019-2020) evaluation rating.
2. If a Teacher would like to improve that rating, then the Teacher shall remain on cycle.
3. Nontenured Teachers will continue to be evaluated unless the legislation specifically mandates otherwise, but will follow the steps listed above.

This MOA has been duly approved by each of the parties, and has been executed by authorized representatives of the Union and the Board.

DuPage District 88 Council, Local 571, American Federation of Teachers

By:

Britt A. Blaw

Date:

10/5/2021

Union President or Designee

Board of Education of DuPage High School District No. 88, DuPage County

By:

John J. Johnson

Date:

10/5/21

Board President or Designee