

MEMORANDUM OF UNDERSTANDING

THIS AGREEMENT is made this 12th day of September, 2022, by and between the Board of Education of Queen Bee School District No. 16, DuPage County, Illinois (“Board”), and the Queen Bee Education Association, IEA/NEA (“Association”).

WHEREAS, the Board and the Association are presently parties to a Negotiated Agreement covering the period 2022 through 2027; and

WHEREAS, the Negotiated Agreement provides for the implementation of a Teacher Evaluation Procedure, including the required frequency of the evaluation of tenured teachers; and

WHEREAS, Section 24A-5 of the Illinois School Code was amended in January, 2021, to provide for less frequent evaluation of certain tenured teachers;

NOW, THEREFORE, the Board and the Association agree to amend Appendix A of their Negotiated Agreement as follows:

1. All teachers will be notified of their Primary and Secondary Evaluators by the 1st day of student attendance annually. Efforts will be made to maintain the same evaluator throughout the Evaluation cycle, however, that cannot be guaranteed.
2. A tenured teacher who received an “Excellent” or “Proficient” performance evaluation rating in his or her last performance evaluation will be evaluated at least once in the course the following three (3) school years.
3. The Summative Performance Rating assigned in Year 3 of the Cycle will be determined by a consideration of the following activities:

Year 1: A minimum of two (2) Informal Observations
 A minimum of one (1) Formal Observation
 A minimum of one (1) Student Learning Objective (SLO)

Year 2: A minimum of two (2) Informal Observations
 A minimum of one (1) Formal Observation
 A minimum of one (1) Student Learning Objective (SLO)

Year 3. A minimum of two (2) Informal Observations
 A minimum of one (1) Formal Observations

No SLO is required if the Teacher is satisfied with the previous SLO Outcomes

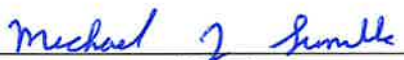
The Primary Evaluator will review the six (6) Informal Observations and the three (3) Formal Observations to determine the **Summative Professional Practice Rating** for the Evaluation Cycle. The Primary Evaluator will review the SLO Outcomes to determine the **Student Growth Rating** for the Evaluation Cycle. The overall **Summative Designation**

for the entire cycle will be determined by a weighted average where Professional Practice accounts for 70% of the Final Rating and Student Growth accounts for 30% of the Final Rating.

4. The Administration reserves the discretion to evaluate such teacher more frequently than once in a three (3) year cycle based upon concerns regarding teacher performance. The reason(s) for such more frequent evaluation will be explained to the teacher and the Association President.

5. This Memorandum of Understanding will remain in effect until the Board and the Association modify its terms through the collective bargaining process or otherwise agree to such modification. This Memorandum of Understanding shall not modify, amend, or supersede the other terms or conditions set forth in the current Negotiated Agreement, except as expressly provided herein.

IN WITNESS WHEREOF, the Board of Education of Queen Bee School District 16, DuPage County, Illinois and the Queen Bee Education Association, IEA/NEA by their duly authorized representatives and agents, have signed and executed this Agreement on the date first set forth above.




President of the Board of Education of
Queen Bee School District No. 16
DuPage County, Illinois



President, Queen Bee Education
Association IEA/NEA

Dated: September 18, 2022



Secretary of the Board of Education of
Queen Bee School District 16
DuPage County, Illinois

Dated: September 12, 2022