

MEMBERS PRESENT:

- Dr. Dale Fisher – Co-Chairperson
- Mrs. Michelle Comitor – Co-Chairperson

1. Call to Order

- The meeting was called to order at 3:00 pm

2. Approval of Agenda

- Mrs. Comitor moved and Mr. Fisher seconded the motion to approve the meeting agenda. Upon a voice vote, the meeting agenda was approved.

3. School Code 24-12(c) - Each school district and special education joint agreement must use a joint committee composed of equal representation selected by the school board and its teachers or, if applicable, the exclusive bargaining representative of its teachers, to address the matters described in paragraphs (1) through (5) of this subsection (c) pertaining to honorable dismissals under subsection (b) of this Section.

- 3.1. 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.

Considered. Unanimous decision was made to not create 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.

- 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.

Considered. Unanimous decision to consider DPS109 performance ratings prior to 2012 that were based on a now defunct three tier system of Excellent, Satisfactory, and Unsatisfactory in conjunction with attached plan developed by December 1, 2012.

- 3.3. The joint committee may agree to including 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.

Considered. Unanimous decision to not consider evaluations administered by a district other than Deerfield Public Schools District 109 using the agreed upon Successor Teacher Evaluation Plan.

- 3.4. For each school district or joint agreement that administers performance evaluation ratings that are inconsistent with either of the rating category systems specified in subsection (d) of Section 24A-5 of this Code, the school district or joint agreement must consult with the joint committee on the basis for assigning a rating that complies with subsection (d) of Section 24A-5 of this Code to each performance evaluation rating that will be used in a sequence of dismissal.

4. Community Participation

- None

5. Other

- None

6. Adjournment

- Mrs. Comitor moved and Mr. Fisher seconded the motion to adjourn the meeting. Upon a voice vote, the meeting was adjourned at 3:09 pm.



Sequence of Honorable Dismissal

Criteria as Determined by the Joint RIF Committee

	Group 1	Group 2	Group 3	Group 4
Performance Rating	<ul style="list-style-type: none"> No rating was given 	<ul style="list-style-type: none"> U or NI on one of the last two evaluations 	<ul style="list-style-type: none"> Only 1 E, S, or P rating Combination of 1 E and 1 P rating Combination of 1 E and 1 S rating 2 consecutive S ratings 1 S and 1 P ratings 	<ul style="list-style-type: none"> 2 consecutive E ratings 2 E ratings out of the last 3 ratings given with 1 S or 1 P being the other rating
Rank Within Group	<ul style="list-style-type: none"> No ranking exists within Group 1 	<ul style="list-style-type: none"> Ranking is determined by avg. rating with seniority used as the tie-breaker 	<ul style="list-style-type: none"> Ranking is determined by seniority 	<ul style="list-style-type: none"> Ranking is determined by seniority
Tenure Status	<ul style="list-style-type: none"> Comprised of only non-tenured staff members 	<ul style="list-style-type: none"> Can be comprised of both tenured and non-tenured staff members 	<ul style="list-style-type: none"> Can be comprised of both tenured and non-tenured staff members 	<ul style="list-style-type: none"> Can be comprised of both tenured and non-tenured staff members
RIF Sequence	<ul style="list-style-type: none"> 1st Group - Determined at the Board of Education discretion 	<ul style="list-style-type: none"> 2nd Group - Determined by lowest average rating first 	<ul style="list-style-type: none"> 3rd Group - Determined by inverse seniority 	<ul style="list-style-type: none"> 4th Group - Determined by inverse seniority
Recall	<ul style="list-style-type: none"> No recall rights 	<ul style="list-style-type: none"> No recall rights 	<ul style="list-style-type: none"> Recall rights by seniority 	<ul style="list-style-type: none"> Recall rights by seniority

STEP Plan

E = Excellent

P = Proficient

NI = Needs Improvement

U = Unsatisfactory

Previous Plan

E = Excellent

S = Satisfactory

U = Unsatisfactory