



Northbrook | Glenview School District 30

Maple | Wescott | Willowbrook

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EDUCATION REFORM ACT JOINT COMMITTEE

Meeting Minutes

November 20, 2025 at 8:30 a.m.

Italicized text represents the exact wording found in the Education Reform Act (Public Act 097-0008) and as amended by Public Act 098-0513.

I. COMMITTEE MEMBERS

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.

Administration Representatives: Dr. Scott Carlson (Co-Chair) and Dr. Emily Tammaru (Superintendent)

Teacher Representatives: Jackie Ruf (Co-Chair) and Lisa Wolf (Education Association President)

II. PROCEDURAL GUIDELINES

Agreement by the joint committee as to a matter requires the majority vote of all committee members, and if the joint committee does not reach agreement on a matter, then the otherwise applicable requirements of subsection (b) of this Section shall apply. The joint committee must be established and the first meeting of the joint committee each school year must occur on or before December 1.

The joint committee must reach agreement on a matter on or before February 1 of a school year in order for the agreement of the joint committee to apply to the sequence of dismissal determined during that school year.

III. AREAS TO BE ADDRESSED BY THE JOINT COMMITTEE

3.1 Potential alternate definition for Group 3: *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.*

Statutory "default" definition of Group 3: Grouping 3 shall consist of each teacher with a performance evaluation rating of at least Satisfactory or Proficient on both of the teacher's last 2 performance evaluation ratings, if 2 ratings are available, or on the teacher's last performance evaluation rating, if only one rating is available, unless the teacher qualifies for placement into grouping 4

Current District 30 Practice: Teachers with one "Needs Improvement" rating remain in Group 2

Action Taken: The Joint Committee voted to confirm current practice

3.2 Potential alternate definition for Group 4: *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.*

Statutory "default" definition of Group 4: Grouping 4 shall consist of each teacher whose last 2 performance evaluation ratings are Excellent and each teacher with 2 Excellent performance evaluation ratings out of the teacher's last 3 performance evaluation ratings with a third rating of Satisfactory or Proficient.



Current District 30 Definition:

- Teachers who have at least two "Excellent" ratings in their last three evaluations
- Their most recent evaluation rating was "Excellent"

Action Taken: The joint committee voted to confirm the current practice

3.3 Potential inclusion of non-District 30 performance evaluation ratings: *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.*

Current District 30 Practice: Do not consider ratings from other school districts

Action Taken: The joint committee voted to confirm the current practice

3.4 Alignment of rating categories: *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.*

Current District 30 Practice: Use standard rating categories (Excellent, Proficient, Needs Improvement, Unsatisfactory)

Action Taken: The joint committee voted to confirm the current practice

3.5 Addressing possible rating trend concerns: *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.*

Action Taken: The joint committee acknowledges that this process is available for members to request

IV. REVIEW OF DISTRICT 30 RIF GROUP STRUCTURE

Group 1	Group 2	Group 3	Group 4
Pre-tenured teachers with no performance evaluations, part-time and substitute teachers without tenure, and teachers who hold temporary certificates or provisional licenses	Teachers with one "Needs Improvement" rating or one "Unsatisfactory" rating on either of their last two evaluations, or only one performance evaluation rating	Teachers with at least one "Proficient" or "Excellent" rating on last two evaluations	Teachers with at least two "Excellent" ratings in last three evaluations The most recent evaluation rating was "Excellent"

V. OTHER BUSINESS**VI. ADJOURNEMENT**