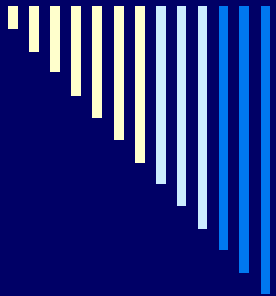


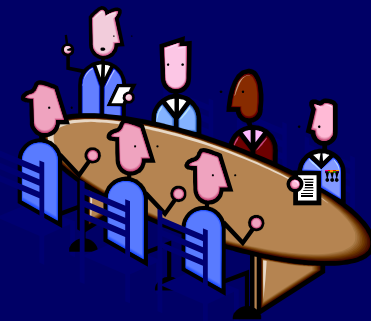
On June 13, 2011, Public Act 97-0008 was enacted, making law out of Senate Bills 7 and 315

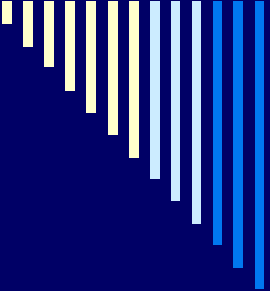




PA 97-0008, also known as the Education Reform Act, addresses the following:

- Board training
 - Law
 - Finance
 - Accountability
 - Fiduciary oversight
- Strike procedure

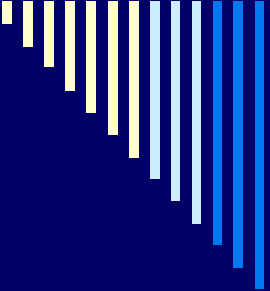




PA 97-0008, also known as the Education Reform Act, addresses the following:

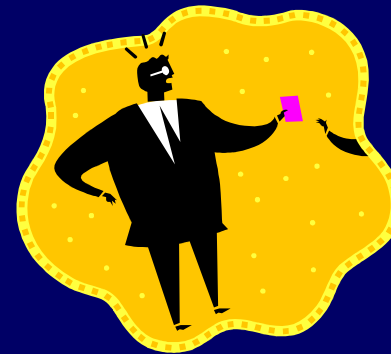
- ❑ Survey of learning conditions
 - Teachers
 - Students in grades 6-12
- ❑ Teacher dismissal
- ❑ Revocation of a teacher's certificate
- ❑ Acquisition of teacher continuing contract (tenure)
- ❑ Teacher & administrator evaluation (student growth included) and





PA 97-0008, also known as the Education Reform Act, addresses the following:

- Teacher HONORABLE DISMISSAL (reduction-in-force, or RIF)





Reduction-In-Force

- ❑ Reduction-in-force must now be tied to teacher performance
- ❑ Performance evaluation (summative) ratings will be used to determine the order of honorable dismissal:

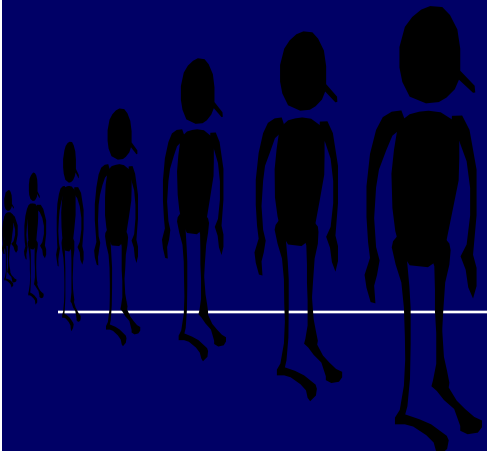
<u>Old</u>	=	<u>New</u>
Excellent	=	Excellent
Satisfactory	=	Proficient
Unsatisfactory	=	Needs Improvement
	=	Unsatisfactory





Reduction-In-Force

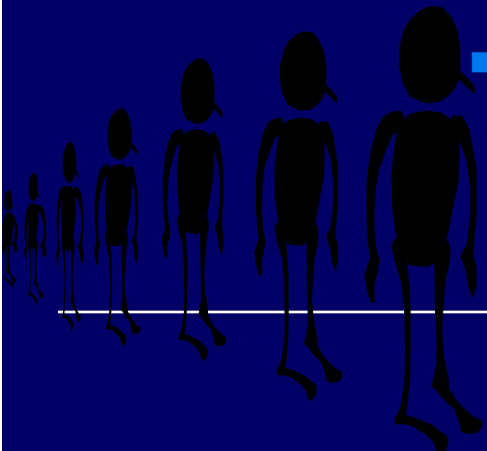
- A teacher will be placed in a group according to performance evaluation (summative) ratings (from PA 97-0008)
 - Group 1: A teacher “not in contractual continued service [non-tenured] who has not received a performance evaluation rating”
 - Group 2: A teacher “with a Needs Improvement or Unsatisfactory performance evaluation rating on either of the teacher’s last two (2) performance evaluation ratings” (“Within grouping 2, the sequence of dismissal must be based upon average performance evaluation ratings, with the teacher or teachers with the lowest average performance evaluation rating dismissed first”)





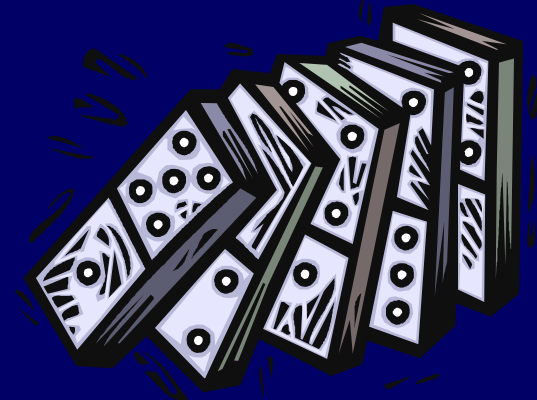
Reduction-In-Force

- A teacher will be placed in a group according to performance evaluation (summative) ratings (from PA 97-0008)
 - Group 3 A teacher “with a performance evaluation rating of at least Proficient on both of the teacher’s last two (2) performance evaluation ratings, if two (2) ratings are available, or on the teacher’s last performance evaluation rating, if only one (1) rating is available, unless the teacher qualifies for placement into group 4” (or, according to the RIF committee – a “Proficient” followed by an “Excellent” rating)
 - Group 4 A teacher “whose last two (2) performance evaluation ratings are Excellent and each teacher with two (2) Excellent performance evaluation ratings out of the teacher’s last three performance evaluation ratings with a third rating of Proficient”



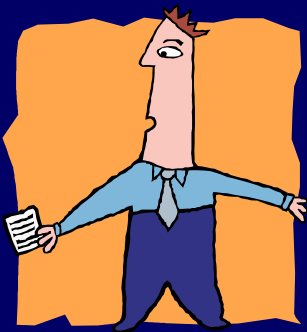
Reduction-In-Force

- “Among teacher qualified to hold a position, teachers must be dismissed in the order of their groupings, with teachers in grouping one (1) dismissed first and teachers in grouping four (4) dismissed last”
 - Dismissed 1st: Group 1
 - Dismissed 2nd: Group 2
 - Dismissed 3rd: Group 3
 - Dismissed 4th: Group 4
- Seniority is the “tie breaker”

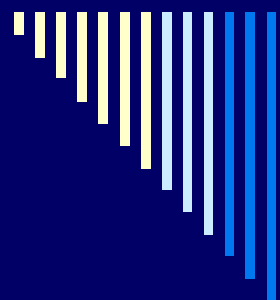




Other Issues



- ❑ A RIF notice must be issued 45 days before the close of school
- ❑ Riffed teachers enjoy recall rights for one (1) year under the new law (recall is in the order of dismissal)
- ❑ Only teachers in groupings 3 and 4 enjoy recall rights
- ❑ Probationary teachers will be given a performance evaluation (summative) rating annually; tenured teachers, bi-annually (the new law allows a new principal to evaluate every teacher in the building)



“Bugs”



- ❑ Bumping rights: Teachers “bumping” into areas in which they have not taught or been evaluated
- ❑ Additional information included in RIF program
 - Additional certificate(s)
 - Endorsements
 - Other eligible positions
- ❑ Retroactive performance evaluation (summative) ratings assigned to probationary teachers



Questions

