

**Memorandum of Understanding
Regarding 2020-2021 Teacher Evaluations**

This Memorandum of Understanding (“MOU”) is entered into by and between the Board of Education of Morton Grove School District 70 and the Park View Council of Teachers (hereinafter collectively referred to as the “Parties”).

WHEREAS, due to the COVID-19 pandemic, the new health and safety protocols along with other logistical issues will require extensive attention and time by both the administration and teachers;

WHEREAS, the District and the Union wish to support faculty members during this unprecedented time and understand that performing all evaluations scheduled for the 2020-2021 school year while implementing extensive health and safety measures will be unduly burdensome and, as a result, the District and Union have determined that it is in their best interests to modify the tenured and non-tenured teacher evaluation procedures for the 2020-2021 school year; and

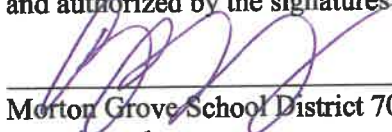
WHEREAS, the Parties met to discuss teacher evaluation for the 2020-2021 school year and wish to memorialize the understandings reached during such discussions.

NOW THEREFORE, notwithstanding any provision(s) of the current Collective Bargaining Agreement (the “CBA”) between the Parties, the Parties agree to the following:

1. Evaluations.

- a. Tenured teachers on cycle for 2020-21 with at least Proficient summative rating on prior evaluation. Performance evaluations are waived for tenured teachers who were scheduled to be evaluated during the 2020-2021 school year and who received at least a “Proficient” summative rating on their prior evaluation. Said teachers will default to a “Proficient” summative rating for 2020-2021 unless their prior evaluation rating was Excellent in which case they shall default to an “Excellent” summative rating. If there are documented performance issues for teachers during the 2020-21 school year, the teachers may be formally evaluated during the 2021-22 school year.
- b. Non-Tenured Teachers. Performance evaluations are waived for non-tenured teachers in years 3 and 4 who were scheduled to be evaluated during the 2020-21 school year. Said teachers will default to a “Proficient” summative rating for 2020-21. However, if 3rd/4th year teachers wish to be evaluated in an attempt to achieve an excellent rating, they must submit a request in writing to the principal by October 23rd, 2020. Non-tenured teachers in years 1 & 2 shall be evaluated following the district’s evaluation plan. With respect to the student growth component, teachers will follow the district evaluation plan to develop SLO with their evaluator.

Unless otherwise specified in this MOU, this MOU is non-precedential and will not be binding or enforceable in any school years other than the 2021-2022 school year. This MOU is agreed to and authorized by the signatures of the Parties' representatives as set forth below.



Morton Grove School District 70
Superintendent

10-19-2020
Date



Union President(s)

10-14-2020
Date