

## MEMORANDUM OF AGREEMENT

This MEMORANDUM OF AGREEMENT (“Memorandum of Agreement”) is entered into between the Board of Education of Oak Park ESD 97, Cook County, Illinois (the “Board” or the “District”) and the Oak Park Teachers' Association, IEA-NEA (the “Union”). The parties agree as follows:

1. The parties are subject to a 2018-2022 Collective Bargaining Agreement, which includes Article XI (11). – Evaluation.
2. The District’s educators are evaluated in accordance with state law and regulations, and ~~—~~the District’s Teacher Evaluation Plan.
3. Pursuant to Public Act 101-591, school districts must develop and implement a local ~~—~~appeals process for an unsatisfactory summative evaluation rating.
  - a. The local appeals process is effective beginning with the 2020-2021 school year.
  - b. This new law creates new responsibilities for the PERA Joint Committee, ~~—~~including: (i) determine who will serve on the panel of qualified evaluators to ~~—~~assess a teacher’s appeal of an unsatisfactory rating; and (ii) determining the ~~—~~criteria for successful appeals of an unsatisfactory rating.
  - c. The new law also creates new collective bargaining obligations, including: (i) ~~—~~development and implementation of an appeals process for unsatisfactory ~~—~~ratings; and (ii) what rating should be issued to replace an “unsatisfactory” rating that has been deemed to be erroneous.
4. The parties have met and agree to have the PERA Joint Committee address all ~~—~~aspects related to the development and implementation of a local appeals process for ~~—~~unsatisfactory summative evaluation ratings, including determining the criteria for successful appeals and who will serve on the panel of qualified evaluators to assess a teacher’s appeal. ~~all matters subject to collective — bargaining.~~
5. The parties agree the replacement rating for an “unsatisfactory” rating that has been deemed to be erroneous shall be determined by the PERA Joint Committee ~~corrected based upon~~ the recommendation of the review panel, except that any erroneous rating based upon a calculation error shall be corrected to the proper rating after recalculation.
6. The parties further agree that the local appeals process will be added as a new section ~~—~~to the District’s Teacher Evaluation Plan.
7. The parties acknowledge and agree that nothing in this Memorandum of Agreement ~~—~~constitutes an amendment to or revision of the 2018-2022 Agreement or any term or ~~—~~provision thereof.
8. This Memorandum of Agreement is effective immediately upon execution by the ~~—~~authorized representatives of District and the Union as set forth below.

**IN WITNESS WHEREOF**, the parties have executed this Memorandum of Agreement on the dates set forth below.

Dated: \_\_\_\_\_, 2020

Board of Education  
Oak Park ESD 97  
Cook County, Illinois

By: \_\_\_\_\_  
President

ATTEST:

BY: \_\_\_\_\_  
Secretary

Dated: \_\_\_\_\_, 2020

Oak Park Teachers' Association, IEA-NEA

By: \_\_\_\_\_  
It's Authorized Representative