



Lemont High School

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Dr. Matt Maxwell, Superintendent

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Exemplary High Performing School • 2017 National Blue Ribbon Schools Program

MEMORANDUM OF UNDERSTANDING

DATE: January 20, 2026

TO: Association of Lemont Teachers (ALT)

FROM: Dr. Matt Maxwell

RE: Instructional Improvement/Evaluation Plan

Section 4.3 of the 2023-2027 ALT collective bargaining agreement provides the Performance Evaluation Reform Act (PERA) Joint Committee to recommend to the Board of Education and ALT Executive Board changes to the procedural aspects.

Both ALT and the Board of Education agree that a teacher who receives his/her final non-tenured summative rating of at least proficient in a year in which tenured teachers do not receive summative ratings will temporarily remain on a one-year or two-year evaluation cycle and will receive a summative rating by January 31 of the summative rating year based upon a minimum of **one formal** and **three informal** observations for a one-year evaluation cycle and **two formal** and **four informal** observations for a two-year evaluation cycle.

This MOU is effective upon it being approved and signed by the parties. It constitutes the complete understanding between the parties. No other terms or conditions have been agreed to.

This MOU shall be effective upon its execution by the parties, has been duly approved by each of the parties, and has been executed by authorized representatives of the ALT and the Board.

For the District 210 Board of Education

For the Association of Lemont Teachers

Kurt Korte, President

Justin Weidler, President

Mike Kardas, Secretary

Dan Priestley, Secretary