

Township High School District 113
Joint RIF Committee Meeting
Tuesday, December 6, 2016 – 3:30 PM

District Administration Building
1040 Park Avenue West
Highland Park, IL 60035

Committee Members Present

Sue Hebson, Director of Curriculum and Instruction

Marty Esgar, DEA President

Debbie Dicker, DEA Vice President

Jaime Stasiorowski, DEA Vice President

Tom Krieger, HR Director

Committee Member Absent

Chris Dignam, Superintendent

Others Present

None

Public Comment

The opportunity for an individual to make a public comment was presented. No public comments were made.

Approval of Joint RIF Committee Meeting Minutes/Old Business

This was the first Joint RIF Committee Meeting of the year, and therefore there were no minutes to approve or old business to discuss.

Consideration of Enumerated Tasks of the Committee

Tom Krieger communicated that a recent Public Access Counselor (PAC) ruling requires that school districts follow the Open Meetings Act for the annual Joint RIF Committee meeting. This was done, as a notice and an agenda were posted more than 48 hours in advance of the meeting.

Please note that in the descriptions below, we use the rating categories described in the School Code (105 ILCS 5/24-12(c)). District 113 and the DEA previously agreed to modify the state ratings categories as follows:

<u>State Rating</u>	<u>District 113 Rating</u>
Excellent	Distinguished
Proficient	Excellent
Needs Improvement	Basic
Unsatisfactory	Unsatisfactory

The Committee discussed the five enumerated tasks required of the Joint RIF Committee. The Committee decisions for the five enumerated tasks are listed below.

1. Potential Alternate Group 2/3 Criteria

The 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.

The committee agreed to use the same modifications that had been agreed to in the previous years, namely that Group 3 would include those staff members that meet the statutory definition PLUS those who have received a Basic rating as one of their last two evaluations, as long as the other evaluation was either Excellent or Distinguished.

2. Potential Alternate Group 4 Criteria

The 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.

The committee agreed to use the same modification that had been agreed to in previous years, namely that Group 4 would require a staff member to need only 1 distinguished rating within their last three evaluations, as long as the other two are Excellent or higher.

3. Use of External (Non-District 113) Evaluations

We will continue to use the statutory default. We will not consider non-District 113 evaluations when creating the sequence of honorable dismissal list.

4. **Basis for Assigning Ratings that Do Not Comply with a 3-Tier or a 4-Tier Model**

This section is not applicable, as District 113 uses a 4-Tier model.

5. **Review of Evaluation Trends for More Senior Teachers**

No agreement required, but members of the Joint Committee understand and will comply with Section 24-12(c)(5) if a Joint Committee member submits a request within 10 days after distribution of the sequence of honorable dismissal list.

Next Joint RIF Committee Meeting

The next Joint RIF Committee Meeting will take place at a date and location to be determined, but no later than December 1, 2017.

The meeting was adjourned at 3:44 PM.