



Performance Evaluation Reform Act (PERA) (Changes to Reduction in Force—RIF)

MVSEA/MVSEC

Presentation to Staff

April, 2013

Prior to PERA (Senate Bill-7)

- Prior to SB7, reductions in force in the cooperative occurred strictly on the basis of seniority.
- Non-tenured teachers were required to be reduced prior to tenured teachers. If necessary, tenured teachers would be reduced by seniority.
- Staff were recalled into positions by reverse order of seniority.

After SB-7

- Performance evaluation ratings now take precedence over seniority within the context of a Reduction in Force (RIF).
- The process involves
 - Categorizing employees into position lists based on certification and qualifications; and
 - Placing employees on each position list in one of four “groups” based on performance evaluations.

Who makes the decisions about the categories of staff?

- The cooperative is ultimately responsible for categorizing the teachers by position.
- Teachers can be placed into the categories by qualifications (certifications) and by the necessary requirements of the job descriptions.
- At the cooperative, most staff hold the same qualifications for the positions, unlike high schools where a staff member could be multiply qualified and on multiple lists (math, art, science, consumer economics).
- At MVSEC, the lists are quite basic.

Who makes decisions about the groups?

- There is a required joint committee that is assembled to create and review the “rules” for sorting staff into the groups. (Mindy, Carolyn, Jackie, Linda, Sue and Carla)
- They don’t see names of staff members, just scores.
- They establish rules for sorting staff.
- They cannot move staff into different groups once the rules are established.
- They reach agreement by majority vote.
- They meet annually.

Groupings

- Group 1: Non-tenured staff who have not received a performance evaluation by the required RIF deadline (no recall rights)
- Group 2: Staff with an NI (Needs Improvement) or U (Unsatisfactory) performance evaluation rating on either of the last two summative ratings (regardless of tenure-no recall rights)
- Group 3: Staff with a S (Satisfactory) or P (Proficient) on both of the last two summative ratings (regardless of tenure-recall rights); this is the expectation for good teaching.
- Group 4: Staff with an E (Excellent) on two of the last three summative ratings (regardless of tenure-recall rights)

Committee Rules

- For each of the four summative domains
 - Planning and Preparation
 - Environment
 - Instruction/Delivery of Services
 - Professional Responsibilities
- Each domain has four ratings:
 - Excellent (4 points)
 - Proficient (3 points)
 - Needs Improvement (2 points)
 - Unsatisfactory (1 point)
- The scores for each domain are added for a total score. The minimum score is 4, the maximum score is 16.

Committee Rules

- 14-16 points Excellent
- 11-13 points Proficient
- 8-10 points Needs Improvement
- 4-7 points Unsatisfactory
- The committee examined the last two evaluations/scores and assigned them to groups.
- For previous years with different types of scoring systems (which were very generous), the committee converted those scores to the four basic ratings.

Committee Rules

- If there are only two evaluations and there are differences, the most recent evaluation would indicate group placement, unless one of the ratings is NI.
- If the last two evaluations are different, refer back to the third year and majority rules, unless one of the ratings is NI.
- If the rating was not completed, the rating must be proficient.
- If the rating is Needs Improvement or Unsatisfactory in one of the last two years, the staff member is placed in Group 2 regardless of tenure.

Examples



Other Notes

- The committee noticed that the previous evaluation system was very generous, with many staff members rated as Excellent.
- The Danielson model is more rigorous, yielding more staff members in the Proficient range.

Committee Rules

- Once staff are placed in their groups, seniority is applied to each group. Except for Group 2, where raw scores may indicate placement, within each of the other groups, staff are ordered by reverse seniority. And, in the event of a tie, performance evaluations indicate placement.
- Part-time staff are evaluated every year and are placed into groups based on their evaluation. The same rules apply for order of seniority.
- If there is a tie: Higher raw scores indicate placement. If no differences, then lottery.

Order of Dismissal

- Among teachers qualified to hold a position, staff must be dismissed in the order of their groups, with staff in Group 1 dismissed first and staff in Group 4 dismissed last.
- Within group 2, staff are to be dismissed in the order of performance evaluations.
- In groups 3 and 4, staff are to be dismissed by reverse order of seniority.

Dismissal within the Groups

- Group 1: The sequence is at the discretion of the Board.
- Group 2: The sequence is based on the performance evaluation ratings, with the lowest rating dismissed first, using the average of the last two performance evaluations. If they are the same, dismissal will be based on seniority.
- Group 3 and 4: The sequence is based on seniority, with performance evaluations used in the event of a tie.

Timeline

- The RIF Committee must meet before December 1 and end by February 1.
- MVSEC must compile its categorized dismissal list and provide it to the union 75 calendar days before the end of the school year. (3/21)
- Staff members who are to be reduced must receive written notice 45 calendar days before the end of school. (4/20)
- Prior to written notice, there is generally Board action at the April 3rd Board meeting, and then the D303 Board meeting the following Monday. So, staff would receive notice before the absolute deadline.
- The only staff members who may move groups between the 75 and 45 days are staff members from Group 1.

Confirmation

- Around February 1st, the HR department sends you a message to confirm your years of service, hire dates and certification.
- Responses are due back no later than March 1.
- You may see your personnel file and review your evaluations at any time.
- It is best for you to keep a file of your evaluations.

More Information?

- More information regarding the Go to isbe.net/peac
- Home page:
- Click on: Performance Evaluation Reform Act (PERA) and Senate Bill 7 (12-13-12)
- Then go to the non-regulatory guidance document
- There is much more information on this page as well.



Questions?