



**Memorandum of Agreement  
Suspension-Modification of Teacher Evaluations  
2020-2021 School Year**

The Board of Education of the Marion Community Unit District No.2 ("Board") and the Marion Education Association - IEA/NEA ("Association") enter into this memorandum as a means of memorializing these temporary changes to Article V of the current collective bargaining agreement, the district evaluation plan, and board policy associated with the evaluation of licensed teachers.

The parties agree to the following due to the potential COVID related factors:

- Current district performance evaluation plans are based on observing the interaction between students and teachers in classrooms with all children in attendance.
- It is likely that many (or all) districts, at some point in the year, may be required to deliver instruction remotely or in classroom environments that do not allow for the observation of student and teacher interaction with all students in attendance.
- Teachers are not primarily trained to provide remote instruction and qualified evaluators are not trained to evaluate remote instruction.
- Within our current reality, it may not be possible to complete required classroom teacher observations for the 2020-2021 school year.
- It may not be possible to collect sufficient valid and reliable data on which to base the classroom practice element of educator evaluation.

Tenured teachers required to be evaluated during the 2020-2021 school year will not be formally evaluated but will receive formative feedback for support and development.

- A. Any teacher who received an "Excellent" rating on his/her last summative evaluation shall default to an "Excellent" rating for the 2020-2021 school year, which rating will be used to determine the teacher's placement on the Sequence of Honorable Dismissal List
- B. Any teacher who received a "Proficient" on his/her last summative evaluation shall default to a "Proficient" rating for the 2020-2021 school year, which rating will be used to determine the teacher's placement on the Sequence of Honorable Dismissal List.
- C. The current evaluation cycle will continue following this agreement.

Non-tenured teachers required to be evaluated during the 2020-2021 school year will be evaluated using the Marion CUSD#2 evaluation instrument using only the Professional Practice component.

A suggested evidence artifact list will be provided by a joint team of Marion Education Association members and local administrators. The document will be discussed during the teacher's preconference.

This agreement shall not impair or preclude the Board of Education from exercising its statutory right to dismiss probationary teachers consistent with the procedures set forth in the Illinois School Code, 105 ILCS 5/24-11.

It is understood by the "Board" and the "Association" that this is not setting a precedent for any future occurrences such as this.

The foregoing is agreed to this 20<sup>th</sup> day of October, 2020.

For the:  
Marion Education Association

By: Kelly J. Helbaud  
Association Co-President

By: Lindsay C. Robinson  
Association Co-President

For the:  
Marion CUSD #2

By: [Signature]  
Board President