

Mundelein Elementary District 75

Mundelein, Illinois

Performance Evaluation Reform Act of 2010

PERA-Evaluation Handbook - 2023 Updates

[Senate Bill 1872](#) - Passed 8/4/23

Summary: Changes to the probationary periods pertaining to attaining contractual continued service (tenure status).

PERA Handbook Updates -

Page 13: Section 6, Bullet Point 6

- Year 1 through 3 non-tenured teachers will be formally observed and evaluated at least two (2) times each year by the evaluator.

Page 20: Section 13: Tenure Accrual

A teacher first employed on a full-time basis after the school district's PERA implementation date may accrue tenure in 1 of 2 ways:

1. After completing three (3) consecutive school terms of service in which the teacher receives an overall annual summative evaluation rating of "Proficient" or "Excellent" and at least a rating of "Proficient" or "Excellent" in the teacher's 2nd and 3rd school term of service to the District.
 - a. Note: A teacher that does not meet these required performance standards must be dismissed, listing specific reasons, and the Board action and notice to the teacher must occur at least 45 calendar days before the end of the school term.
2. After completing two (2) consecutive school terms of service in which the teacher receives two (2) overall annual summative evaluation ratings of "Excellent".

[Senate Bill 1351](#) - Passed 6/9/23

Summary: Teachers who are due to be evaluated the year they are set to retire shall be offered the opportunity to waive their evaluation and to retain their most recent rating, unless the teacher was last rated as "needs improvement" or "unsatisfactory".

PERA Handbook Updates -

Page 14: Section 8, New Last Bullet Point

- Teachers who are due to be evaluated the year they are set to retire shall be offered the opportunity to waive their evaluation and retain their most recent rating, unless the teacher was last rated as "needs improvement" or "unsatisfactory". The District still reserves the right to evaluate the retiring teacher provided the District gives notice at least 14 days prior to the evaluation and a reason for evaluating the retiring teacher.

Updated on 10/18/23

You can find the most updated version of the full PERA Handbook on the District Website under the Human Resources Page.