

Section 24-12(c) requires that each school district use a Joint Committee composed of equal representation selected by the School board and its teachers (or if applicable the exclusive bargaining representative of its teachers) to address certain matters related to reduction in force.

1. Committee must meet each year on or before December 1

2. The number of individuals on the RiF Joint Committee is to be determined by the school board and union, provided that there must be an equal number selected by each party.

3. Matters to be considered by the RIF Joint committee

a. Whether to establish criteria for excluding from Group 2 and placing into Group 3 a teacher whose last two performance evaluations include a "Needs Improvement" and either a "proficient" or "Excellent"

b. Whether to establish an alternative definition for Group 4, which must take into account prior performance evaluation ratings and may take into account other factors that relate to the school district's or programs' educational objectives.

An alternative definition for Group 4 may not permit the inclusion of a teacher in the grouping with a "Needs Improvement" or "Unsatisfactory" performance evaluation rating on either of the teacher's last two performance evaluation ratings.

c. Whether to include within the definition of a performance evaluation rating a performance evaluation rating administered by a school district or joint agreement other than the school district or joint agreement determining the sequence of dismissal

d. For performance ratings determined prior to 9/1/12, the basis for assigning performance ratings to be used in sequence of dismissal and;

e. Upon request from a committee member, review of the SOD List to determine whether there is a trend of more senior teachers receiving a lower performance rating.

4. Agreement by the RIF Joint Committee as to a matter requires a majority vote of all RIF Joint Committee members.

If no agreement is reached on a matter, the statutory requirements apply.

Agreement must be reached before February 1 of a school year for the agreement of the RIF Joint Committee to apply to sequence of dismissal determined during that school year.