

Article VII - Teacher Performance Evaluation

7.1 As a term of employment:

All newly hired or newly certified teachers shall participate in the Induction/Mentor Program during their first two years of employment

All newly hired teachers who have four or more years of current certified teaching experience shall attend the in-services for new teachers held prior to the start of the school year. They shall also attend the ten monthly Mentor Meetings. Current certified teaching experience is defined as consecutive years of service prior to hire by School District 148. This is a one year program.

The District will exhaust all available opportunities to fill a vacancy with a certified teacher. If no certified teacher is found to fill a vacancy, the District may employ an Alternative/Resident Certified Teacher. In cases where the District has committed substitute teachers who aspire to become certified, the Association and the District will allow those individuals to enter into Alternative/Resident Certified Teacher Programs. The Alternative/Resident Certified Teacher will agree to follow the signed agreement between the District and University and stay in the District for the time agreed to. Should the Alternative/Resident Certified Teacher choose to break their agreement with the District, they shall repay the sum of \$10,000.