

**MEMORANDUM OF UNDERSTANDING
SOCIAL WORKER COMPENSATION**

This Memorandum of Understanding ("MOU") is entered into by and between the **Zion Education Association ("ZEA")** and **The Board of Education of Zion Elementary School District 6, Lake County, IL ("Board")** (hereinafter collectively referred to as the "Parties")

WHEREAS, the Association and District are Parties to the 2023-2027 collective bargaining agreement ("CBA"); and

WHEREAS, because of the nature of their coursework, graduate requirements, and ISBE requirements for school employment, school Social Workers graduate with a Masters degree plus an additional 30 credits but the District has historically hired Social Workers on the MA lane; and

WHEREAS, the Parties are seeking to reconcile the current Social Workers who are not already at MA+30 and who are not limited by the CBA retirement provisions (e.g., 6% earnings increase) by moving them to the MA+30 lane on a prospective basis, effective upon the date this MOU is signed; and

WHEREAS, following the effective date of this MOU all newly hired Social Workers will be placed on the salary schedule at MA+30 (provided they have a Masters degree by demonstrating their transcripts).

NOW, THEREFORE, the Parties agree as follows:

The recitals set forth above are restated here.

This MOU is non-precedential.

This MOU becomes effective upon the signature of both Parties.

The MA+30 salary schedule placement shall continue up to and through the last day of the current CBA.

IN WITNESS WHEREOF, the **BOARD OF EDUCATION OF ZION ELEMENTARY SCHOOL DISTRICT 6, LAKE COUNTY, ILLINOIS** and the **ZION EDUCATION ASSOCIATION-IEA/NEA**, have approved and executed this MOU on the dates indicated below, and the MOU shall be effective as of the last date of signature.

ZION ELEMENTARY SCHOOL DISTRICT 6

Signed by: Margie L. Taylor
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Board President

Date: 2/25/2025

ZION EDUCATION ASSOCIATION – IEA/NEA

Signed by: Janine Littlefield
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ZEA President

Date: 2/25/2025