



**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE BOARD OF EDUCATION OF ZION SCHOOL DISTRICT NO. 6  
AND THE ZION EDUCATION ASSOCIATION - IEA/NEA**

This Memorandum of Understanding ("MOU") is entered into by the Board of Education Zion Elementary School District No. 6, Lake County, Illinois, ("District") and the Zion Education Association - IEA/NEA ("Association") (hereinafter collectively referred to as the "Parties").

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

**WHEREAS**, the District has been a recipient of a Teacher Vacancy Pilot Program grant during the 2024-2025 school year and intends to apply for that grant for school year 2025-2026; and

**WHEREAS**, the purpose of the grant seeks to attract new teachers to the District to fill vacant positions focusing on "Hard-to-Fill" positions as well as incentivize teacher retention; and

**WHEREAS**, the Parties wish to memorialize how the District will utilize the grant for those purposes to the extent that it is received.

**NOW, THEREFORE**, the Parties agree as follows:

1. **Incorporation of Recitals.** The recitals set forth above are true and correct and are incorporated in this paragraph by reference.
2. **Sign-On Bonus Regular Vacancy.** Certified teaching staff who are first hired by the District for the 2025-2026 school year will receive a non-cumulative hiring bonus of \$2,000 total to be paid in two equal Installments. The first installment of \$1,000 will be paid with the final paycheck of December 2025 and the second installment of \$1,000 will be paid with the first paycheck immediately following the last day of student attendance of the 2025-2026 school year.
3. **Sign-On Bonus Dual Language Vacancy.** Certified teaching staff who are first hired by the District for the 2025-2026 school year in a Hard-to-Fill Dual Language Vacancy will receive a non-cumulative hiring bonus of \$3,000 total to be paid in two equal installments. The first installment of \$1,500 will be paid with the final paycheck of December 2025 and the second installment of \$1,500 will be paid with the first paycheck immediately following the last day of student attendance of the 2025-2026 school year.
4. **Retention Bonus.** Employees who were employed with the District during the 2024-2025 school year and return for the 2025-2026 school year as an employee of the District shall be eligible to receive two non-cumulative \$500.00 (\$1000 total) retention bonuses. The first bonus of \$500 will be paid

with the final paycheck of December 2025 and the second bonus of \$500 will be paid with the first paycheck immediately following the last day of student attendance of the 2025-2026 school year.

- 5. **Conditions Precedent.** In order for an employee of the District to receive any of the bonus payments described in Sections 2, 3, or 4 above, the employee must be employed by the District and providing substantial services in their assigned position on the date of payment, and must have continued to perform those services throughout the school year, absent leaves protected by law. Further, the bonuses set forth herein shall only be awarded if, and to the extent that, the District is awarded and receives the Teacher Vacancy Pilot Program grant for the 2025-2026 school year in the same or greater amount as was received for the 2024-2025 school year. All such payments shall be considered wages and subject to all applicable withholdings and deductions.
- 6. **Amendments.** No provisions or requirements expressed in this MOU may be altered, modified, changed and/or canceled after the effective date of this MOU, except upon the express written consent of all Parties.
- 7. **Execution.** This MOU may be executed in multiple counterparts, and a set of counterparts bearing the signatures of the Parties hereto shall constitute the MOU as fully as if the Parties had signed a single document. The Parties agree to accept facsimile and electronic copies of this MOU as if original copies.
- 8. **Term.** This MOU shall remain in full force and effect until July 31, 2026.

IN WITNESS WHEREOF, the BOARD OF EDUCATION ZION ELEMENTARY SCHOOL DISTRICT NO. 6, LAKE COUNTY, ILLINOIS, and the ZION EDUCATION ASSOCIATION-IEA/NEA, have approved and executed this Agreement on the dates indicated below, and the Agreement shall be effective as of the last date of signature.

**BOARD OF EDUCATION  
ZION SCHOOL DISTRICT NO. 6**

Signed by:  
Janine Littlefield  
CB72C04DE0074B3...  
President

4/15/2025  
Date

**ZION EDUCATION ASSOCIATION,  
IEA-NEA**

Signed by:  
Margie L. Taylor  
CF082EC27E049D3...  
President

4/14/2025  
Date