



## MEMORANDUM OF UNDERSTANDING

### 12.19.25 STIPEND GRIEVANCE

This Memorandum of Understanding (“MOU”) is entered into by Zion 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 Collective Bargaining Agreement between the Board of Education of Zion School District No. 6 and Zion Education Association – IEA/NEA (July 1, 2022 – June 30, 2027) (“CBA”); and

**WHEREAS**, Appendix B of the CBA sets forth the Extra Duty Stipend Schedule setting forth Middle School Athletic Coaches are to be paid a stipend of \$1,750 with an estimated 50 hours of work per hired position; and

**WHEREAS**, a dispute arose between the Parties and a grievance was filed dated Friday, December 19, 2025, by the Association, which claimed that the \$1,750 stipend is to be paid per hired position (assuming the number of hours worked in the position had no bearing on whether the stipend was paid at the full rate) (“Grievance”); and

**WHEREAS**, the Grievance named two specific members of the Association that were impacted, Employees A and B (Identified on Appendix A attached and incorporated into this MOU) wherein the Association claimed that the 2024-2025 coaching contracts permitted staff to coach multiple teams within the same season and when they did, they were compensated the full \$1,750 for each role but Employees A and B were only compensated for one role upon coaching multiple coaching teams; and

**WHEREAS**, the Parties engaged in a Step I meeting on January 7, 2026, to resolve the issue; and

**WHEREAS**, the Parties wish to memorialize the understanding reached as a result of the Step I meeting thereby settling the Grievance.

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

- Incorporation of Recitals.** The recitals set forth above are true and correct and are incorporated in this paragraph by reference.
- Employees A and B.** Employee A coached two soccer teams for the entire seven (7) week season (6/7<sup>th</sup> grade and 8<sup>th</sup> grade at Zion Central Middle School) but was only compensated for one of them at \$1,750. In full settlement of the Grievance and Employee A’s claims for unpaid wages therein, the District will pay Employee A and additional \$1,750 in accordance with paragraph 3. Employee B coached one soccer team for the entire seven (7) week season and another soccer team for three (3) weeks of the season (6/7<sup>th</sup> grade and 8<sup>th</sup> grade, respectively at Shiloh Middle School). Employee B was compensated a total of \$1,750 for both duties. In full settlement of the Grievance and Employee B’s claims for unpaid wages therein, the District will pay Employee B and additional \$750 in accordance with paragraph 3.

- 3. Timing of Payment for Employees A and B.** Employees A and B will receive the payments set forth in paragraph 2 above with the next payroll cycle following the full execution of this MOU by both Parties. Once such payment has been made, the Association shall send April Miller, Director of Human Resources, an email formally withdrawing the Grievance with prejudice. Payment of Employees A and B is contingent on such Grievance withdrawal.
- 4. Language Understanding Prospective Only.** To fully settle the Grievance, the Parties agree that effective January 7, 2026, the coaching stipend for Middle School Athletic Coaches set forth in Appendix B will be equal to \$1,750 for the FULL season. Coaches who do not fulfill the full season will receive a prorated stipend based on the number of weeks coached. By way of example, for a seven (7) week season, a coach who works three (3) weeks would receive \$750.
- 5. No Admission.** Nothing in this MOU can be used as an admission by any Party as evidence of any wrongdoing or guilt. And the provisions set forth herein may only be used to address the immediate issue set forth in the Grievance. Nothing herein shall act as precedent for any other matter involving the Parties.
- 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 at the time of execution by the Parties through June 30, 2027.

**IN WITNESS WHEREOF**, the **BOARD OF EDUCATION OF ZION SCHOOL DISTRICT NO. 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 Education Association, IEA/NEA**

Signed by:  
*Janine Littlefield*  
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By: \_\_\_\_\_  
President

Date: 1/27/2026

**Board of Education of Zion School District No. 6**

Signed by:  
*Margie L. Taylor*  
CFB92EC27EA04D3...  
By: \_\_\_\_\_  
Board President

Date: 1/27/2026

**Attest**

DocuSigned by:  
*Kimberly Hall*  
04D68F13D1144C6...  
By: \_\_\_\_\_  
Board Secretary

Date: 1/27/2026

## **APPENDIX A**

Employee A is Mr. Christian Gurrola

Employee B is Mr. Manual Clark