

**MEMORANDUM OF UNDERSTANDING
BETWEEN**

ZION EDUCATION ASSOCIATION – IEA/NEA

AND

THE BOARD OF EDUCATION OF ZION ELEMENTARY SCHOOL DISTRICT #6

WHEREAS, the Board has entered into an Agreement with the Academy for Urban School Leadership (“AUSL”) to foster the development of high-quality teachers in the District for a period commencing on January 1, 2026 and continuing through June 30, 2029 (hereinafter “AUSL Agreement”).

WHEREAS, pursuant to the AUSL Agreement, AUSL will provide professional development consulting (teacher training) services to the School District by recruiting and training new and recent college graduates, current District staff and career changers, to become teachers in the District (hereinafter “teacher resident”).

WHEREAS, AUSL’s training program is a year-long teacher residency program at designated District schools, where teacher residents work under the guidance of District mentor teachers (hereinafter “AUSL Lead Residency Teacher”).

WHEREAS, the Board wishes to provide a stipend to District teachers who serve in the role and complete the responsibilities of AUSL Lead Residency Teacher for teacher residents participating in the AUSL program.

NOW THEREFORE, be it resolved and agreed by the parties as follows:

Section 1. The recitals set forth above are incorporated into this Agreement.

Section 2. The role and responsibilities of AUSL Lead Residency Teacher are set forth on the attached AUSL “Overview of Mentor Role and Responsibilities” document which is incorporated herein.

Section 3. AUSL Lead Residency Teachers shall participate fully in all aspects of the AUSL teacher training program, including attending all professional development, orientation and training sessions, holding regular check-ins with AUSL staff on resident development and progress, and providing regular feedback to the resident and completing all required feedback forms and developmental documentation and shall meet all other requirements of mentor as set forth in the AUSL Agreement.

Section 4. AUSL selects, approves and assigns all District teachers to fulfill the role of AUSL Lead Residency Teacher.

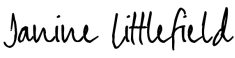
Section 5. AUSL Lead Residency Teachers may train up to two teacher residents

per year.

Section 6. Teachers who meet the criteria and qualifications to perform the role of AUSL Lead Residency Teacher, and who fulfill their duties and responsibilities as AUSL Lead Residency Teacher to a teacher resident, shall be compensated at the rate of six thousand dollars (\$6,000) per teacher resident in their classroom per year.

Section 7. Payment of the AUSL Lead Residency Teacher stipend shall be paid in equal installments in December and May.

ZION EDUCATION
ASSOCIATION, IEA/NEA

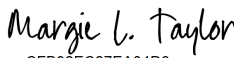
Signed by:

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President

7/28/2026

Date

BOARD OF EDUCATION OF ZION
ELEMENTARY SCHOOL DISTRICT NO.
6, LAKE COUNTY, ILLINOIS

Signed by:

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President

7/28/2026

Date