

MEMORANDUM OF UNDERSTANDING

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 2017-2022 collective bargaining agreement (“CBA”); and

WHEREAS, Article XVII, Compensation, Subsection A.1, Teacher Compensation, Starting Salary, allows the District to credit teachers for past teaching experience for more than five (5) years for “hard to fill” positions; and

WHEREAS, due to the pending “teacher shortage” in Illinois, the Parties agree that all bargaining unit vacancies that require a Professional Educator License shall be deemed as “hard to fill” under Article XVII of the CBA.

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. **Hard to Fill Positions.** From the date that this MOU is approved by both parties and until August 31, 2021, the Parties agree that all bargaining unit vacancies requiring a Professional Educator License will be deemed “hard to fill” for purposes of Article XVII.A.1.
3. **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.
4. **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.
5. **Term.** This MOU shall remain in full force and effect until August 31, 2021.

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 Agreement on the dates indicated below, and the Agreement shall be effective as of the last date of signature.

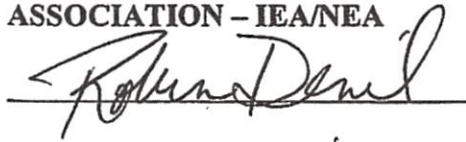
[SIGNATURE PAGE TO FOLLOW]

ZION SCHOOL DISTRICT NO. 6



Date: 3/4/2020

ZION EDUCATION
ASSOCIATION - IEA/NEA



Date: 2/27/20

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