


9. **Dress Code.** Teachers and staff will be permitted to wear more casual attire during the 2020-21 school year. Specifically, the District will allow clothing options in accordance with the past practice of “spirit Fridays” or “dress down Fridays” throughout the week.
10. **Teacher Internal Substitute.** A teacher who serves as an internal substitute for in-person and/or remote learning students will be assigned and paid in accordance with Article VII, Section G of the CBA.
11. **Continued Discussions.** The District and ZEA shall continue discussions to address other COVID-19 related issues impacting the ZEA’s member’s work conditions and shall enter into additional memoranda of understanding, if necessary, as those issues are resolved.
12. **Effective Date and Term.** This MOU is effective immediately upon the receipt of signatures by both Parties. This MOU is non-precedential, shall not be deemed to establish a past practice and will not be binding or enforceable in any school years other than the 2020-2021 School Year with the exception of Section 5.c of this MOU.

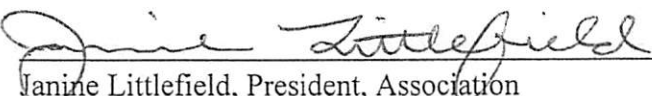
IN WITNESS WHEREOF, the PARTIES hereto have set their hands and seals as of the dates written below.



 Dr. Keely Roberts, Superintendent, District

10/01/2020

 Date



 Janine Littlefield, President, Association

09/28/2020

 Date

aforementioned Student School Day, the above times in Sections 1, 2 and 3 of this MOU may be altered provided such alterations are in compliance with the CBA.

5. Evaluations.

- a. Tenured Teachers Scheduled to Be Evaluated in 2020-2021: The Parties agree that performance evaluations are hereby waived for tenured teachers who were scheduled to be formally or informally evaluated during the 2020-2021 school year. If a teacher was scheduled for a formal observation, the teacher will default to a "Proficient" summative rating for 2020-2021 unless his/her prior evaluation rating was "Excellent" in which case they shall default to an "Excellent" summative rating.
 - b. Non-Tenured Teachers: Performance evaluations for non-tenured teachers shall be conducted during the 2020-2021 school year pursuant to the District's Teacher Evaluation Plan. The evaluations shall be based 100% on professional practice. The student growth component is suspended for 2020-21.
 - c. 2021-22 Student Growth Component of Teacher Evaluations: Commencing with the 2021-22 school year, the MAP assessment will be replaced by the myIGDI (PK) and STAR (K-8) assessment as one of the metrics utilized in the student growth component of teacher evaluations.
 - d. Educational Support Staff: The Parties agree that performance evaluations are hereby waived for educational support staff who were scheduled to be formally or informally evaluated during the 2020-2021 school year.
- 6. Supervisory Aide Wellness Room Assignment.** The District will consider volunteers on a monthly basis from the supervisory aide job category to be assigned to the Wellness Rooms in each school. If there are no volunteers, the District may assign a supervisory aide to the position and such assignments shall be done on a rotating monthly basis. If assigned to the Wellness Room, the supervisory aide shall be paid \$5.00 per hour in addition to his/her regular hourly rate.
- 7. Paraprofessional Remote Learning Supervision.** In the event that a teacher is teaching remotely from off of District property and a paraprofessional volunteers or is assigned to supervise students attending school in-person, but who are receiving instruction from the teacher working remotely, the paraprofessional shall be paid \$5.00 per hour in addition to his/her regular hourly rate for supervising the remote learning classroom.
- 8. Classified Staff Internal Substitute.** A classified staff member who has a valid license qualifying him/her to substitute teach in Illinois and who serves as an internal substitute will be assigned and paid in accordance with Article VII, Section G of the CBA.

**MEMORANDUM OF UNDERSTANDING
REGARDING COVID-19 SCHOOL RE-OPENING
2020-2021**

This Memorandum of Understanding (“MOU”) is entered into by and between the Board of Education Zion Elementary School District No. 6 (the “District”) and the Zion Education Association, an affiliate of the Illinois Education Association and National Education Association (the “Association”) (collectively, the “Parties”).

WHEREAS, due to the continued COVID-19 pandemic, the District’s 2020-2021 School Year Reopening Plans includes both remote and in-person learning instruction; and

WHEREAS, portions of the Reopening Plan impact the ZEA’s members’ wages, terms and conditions of employment and, as a result, the ZEA, pursuant to its rights under the *Illinois Educational Labor Relations Act*, demanded to bargain said impact of the Reopening Plans; and

WHEREAS, the Parties have met and continue to bargain in good faith the impact of the Reopening Plans; and

WHEREAS, the Parties wish to memorialize the understandings reached between them as a result of the ongoing impact bargaining related to the Reopening Plans.

NOW THEREFORE, notwithstanding any provision(s) of the current Collective Bargaining Agreement (the “CBA”) between the Parties, the Parties agree to the following:

1. **Student School Day.** The Student School Day for Monday, Tuesday, Thursday and Friday shall run from 8:30 a.m. until 2:30 p.m. On Wednesday, the Student School Day shall run from 8:30 a.m. until 2:00 p.m.
2. **Teacher Work Day Start Time.** Teachers must be present in the school building no later than 8:15 a.m., Monday through Friday. The fifteen (15) minutes prior to the beginning of the Student School Day is part of the normal work day and is designated as individual teacher planning time to be utilized for activities such as, but not limited to, responding to parents voicemails/emails and confirming that virtual classrooms are operational.
3. **Teacher Work Day End Time.** The end of the work day for teachers will be 3:15 p.m. on Monday, Tuesday, Thursday, and Friday and 4:00 p.m. on Wednesday. On Monday, Tuesday, Thursday, and Friday, from 2:30 p.m. to 3:15 p.m. is designated as individual teacher planning time. On Wednesday, from 2:00 p.m. to 2:35 p.m. is designated as individual teacher planning time and from 2:35 p.m. to 4:00 p.m. is reserved for administrator directed initiatives, planning and professional development.
4. **Transportation Issues.** In the event that the District cannot obtain transportation services from Zion-Benton High School District No. 126 that will allow for the