



EXCELLENCE WITHOUT EXCEPTION

2800 29th Street, Zion IL 60099

www.zion6.org

(847) 872-5455

(847) 505-0720 (fax)

3/18/2019

SUBJECT: Board, Teachers Union Reach New Contract Agreement

The Zion Elementary District 6 School District Board of Education and Zion Education Association (ZEA), the union that represents the District's 375 teachers and support staff members, have ratified a new contract that reflects a shared focus on the need to improve academic student outcomes, while also investing in attracting and retaining highly effective faculty and staff. Teachers had been working under the terms of the previous contract agreement, which expired in 2017. Terms of the new contract, which will extend to 2022, are retroactive to that date.

Following are some key highlights from the new contract agreement:

- **Increased Focus on Student Growth and Proficiency in Teacher Evaluation:** Under the new contract, individual student growth and proficiency rates in reading and math are directly embedded into teacher evaluations. Further, the evaluations have been structured to give student performance additional weight, which directly correlates with the Board's Strategic Plan and ESSA requirements reported through the Illinois State Report Card.
- **Additional Teacher Compensation:** The new contract also includes higher starting salaries for teachers to assist and support with recruitment and retention, as well as a compensation increase of 2% in the first year, 3% in the second and third years, and 2.5% in the fourth and fifth years.
- **Additional Non-Certified Staff Compensation:** The new contract includes increases of 3% in each of the first three years and 2.5% in the fourth and fifth year for certified union members.
- **Expanded Health Care Options:** Multiple options for health insurance coverage will provide staff with plan choices to meet their individual needs and preferences, while providing approximately \$4 million in cost savings to the District over the duration of the contract. For example, teachers will have the option to choose from an expanded menu of health coverage choices including the option to create a health savings account to fund lifetime healthcare expenses.
- **More Extra-Curricular Opportunities:** Under the terms of the new contract, the District will now be able to use volunteer coaches, in addition to employed coaches. This will allow us to offer more after-school extracurricular opportunities for students and create new opportunities for parental involvement.

The Board and the ZEA are united in our commitment to ensure that every student in District 6 receives a high-quality educational experience. This new contract agreement supports our ability to deliver *Excellence Without Exception*.

Thank you for your ongoing support of Zion Elementary School District 6 students and staff.

Zion Elementary District 6 School Board of Education
Ruth Davis, President

Zion Education Association (ZEA)
Robin Denil, President