

**MEMORANDUM OF UNDERSTANDING
REGARDING THE TEAM COMPOSITION OF NEGOTIATIONS**

This Memorandum of Understanding ("MOU") is made and entered into this 14th day of April 2021, by and between the Lake County School District R-1 ("District") and the Lake County Education Association ("Association") concerning the team composition of the negotiations process for the 2020-2021 school year.

RECITALS

WHEREAS, the District and the Association are parties to a master agreement dated May 2019 ("Master Agreement") which sets forth certain terms and conditions of employment of the Association's members (the "Master Agreement"), including terms and conditions for the negotiation process; and

WHEREAS, the Master Agreement Article 4.1 specifies the negotiation team composition as defined as teachers and administrators; and

WHEREAS, the Master Agreement 4.1 specifies the negotiation team composition as five members and five members for a maximum of ten participating members; and

WHEREAS, Article 2.2.A of the Master Agreement acknowledges that in the event of new circumstances, the need for new contract language may be provided; and

WHEREAS, new circumstances include the employment of new district leadership (Superintendent of Schools) in which a need to clarify and memorialize the past informal practice outside the scope of the master agreement in reference to the negotiation team composition is needed; and

WHEREAS, the Association and the District have requested a formal agreement to represent changes to contract language; and

NOW, THEREFORE, in consideration of the foregoing recitals which are incorporated herein, and the mutual covenants set forth herein, the District and the Association agree as follows:

AGREEMENT

1. Term. The term of this MOU shall be for the negotiations process of the 2020-2021 school year.

2. Negotiation Process. Negotiations shall be conducted by a team comprised of up to seven members serving as representatives of Association and up to seven members serving as representatives of District.

2.1 Team Members. The Association will have representation from all K-12 schools (West Park, Lake County Intermediate, and Lake County High) and may be any individual the parties select to serve as representative.

IN WITNESS WHEREOF, the Parties have signed this Agreement with the intent that it be effective as of April 14, 2021.

Lake County School District:

By: Bethany Massey
LCSD Superintendent

Date: 4/15/21

Lake County Education Association:

By: Goxie Alday
LCEA President

Date: 4/14/21