

**MEMORANDUM OF UNDERSTANDING
REGARDING THE POSTPONEMENT OF NEGOTIATIONS**

This Memorandum of Understanding ("MOU") is made and entered into this 5th day of March 2021, by and between the Lake County School District R-1 ("District") and the Lake County Education Association ("Association") concerning the schedule of negotiations 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 requires future negotiations shall begin by the second week in March; and

WHEREAS, the Master Agreement requires negotiations will be limited to two half school days, unless otherwise agreed upon by the parties; 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, in response to the COVID-19 pandemic, state lawmakers have delayed the legislative session which includes decision making regarding school finance funding; and

WHEREAS, the Association and the District have requested a mediator from the Federal Mediation and Conciliation Services of which services are offered as full days; 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. Negotiations Date. The District and the Association will conduct negotiations at a time after the second week of March.

2.1 Negotiations Process. Negotiations two half days will be conducted within a single 24-hour period set for April 23, 2022.

IN WITNESS WHEREOF, the Parties have signed this Agreement with the intent that it be effective as of March 5, 2021.

Lake County School District:

By: Bethany Massey
LCSD Superintendent

Date: 4/15/21

Lake County Education Association:

By: Eric Alday
LCEA President

Date: 4/14/21