

LAKE COUNTY SCHOOL DISTRICT R-1

RESOLUTION 24 - 15

A RESOLUTION REGARDING CONFIRMATION OF COMPENSATION INCREASES FOR THE 2023-2024 SCHOOL YEAR AND RECOGNITION OF THE CONCLUSION OF THE 2023 NEGOTIATIONS PROCESS

WHEREAS, in May 2023, the Lake County School District's R-1 (the "District") Board of Education (the "Board") and the Lake County Education Association ("LCEA or "Association") engaged in the negotiations process for the then upcoming 2023-2024 school year, pursuant to Article 2 of the Master Agreement ("Agreement"), regarding salaries and health insurance premiums ("Compensation") for certified teachers;

WHEREAS, at the conclusion of the May 5, 2023, bargaining session, there was no tentative agreement on Compensation and, pursuant to Article 4 of the Agreement, the Parties engaged in a cost-free mediation facilitated by the Federal Mediation and Conciliation Services ("FMCS") on June 16, 2023, in which the Parties were still unable to reach an agreement;

WHEREAS, at the conclusion of the mediation, the Association requested utilization of the fact-finding process in order to assist in reaching agreement on Compensation, which fact-finding hearing was then scheduled for January 24-26, 2024;

WHEREAS, although there is no written collective bargaining agreement or other provision that requires, the Board's representatives and the Association additionally engaged in negotiations last spring regarding Compensation for the paraprofessionals and non-administrative preschool staff, including the mediation process and scheduled fact-finding process;

WHEREAS, pursuant to Article 6.2 of the Agreement, the Board passed Resolution 24-02 in conjunction with the adoption of its Fiscal Year 2023-2024 budget;

WHEREAS, Resolution 24-02 recognized the Board's stated goals and priorities regarding its financial stability, commitment to excellence in education for its students, and desire to competitively compensate its employees in its 2023-2024 budget, as it provided Compensation increases for the 2023-2024 school year;

WHEREAS, as such, the Board awarded raises to be effective July 1, 2023, to certified teachers through a step on the salary schedule, which was the equivalent of a three and one-half percent (3.5%) increase, and to the paraprofessional and non-administrative preschool staff through a three and one-half percent (3.5%) salary increase;

WHEREAS, the Board further adopted a benefits package through Resolution 24-02 in which the District paid the health insurance premium increases for the plan year that began July 1, 2023;

WHEREAS, the increases for Compensation for the 2023-2024 school year went into effect July 1, 2023, while the fact-finding process moved forward; and,

WHEREAS, on December 22, 2023, the Association withdrew its request for fact-finding and further requested a cancellation of the fact-finding hearing scheduled for January 24-26, 2024; therefore, concluding the 2023 negotiation process.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE LAKE COUNTY SCHOOL DISTRICT R-1:

1. That the District continues to value all of its employees and remains committed to providing competitive Compensation while maintaining the District's long-term fiscal stability and responsibilities towards its many constituents, including, but not limited to, its employees, students, families, community, and taxpayers.
2. That the Board confirms its previously stated goals and priorities as set forth in Resolution 24-02.
3. That the Association's December 22, 2023, withdrawal of its request for fact-finding concludes the impasse procedures from the 2023 negotiations process.
4. That the Compensation package as set forth in Resolution 24-02 is confirmed and shall remain in effect for the remainder of the 2023-2024 school year. And,
5. That the 2023 negotiation process is hereby concluded.

ADOPTED AND APPROVED: January 15, 2024.

LAKE COUNTY SCHOOL DISTRICT R-1



Board President

Attest:



Board Secretary

VOTE:

Mr. Baker	<u>yes</u>
Ms. Cooper	<u>yes</u>
Mr. Bujada	<u>yes</u>
Ms. Roeder	<u>yes</u>
Ms. Lozano	<u>yes</u>