

MEMORANDUM OF UNDERSTANDING

REGARDING PAID HOLIDAYS FOR AFSCME EMPLOYEES

This Memorandum of Understanding ("MOU") is made and entered into this 17th day of March 2023 by and between the Lake County School District R-1 ("District") and the American Federation of State, County and Municipal Employees AFL-CIO ("Association") concerning paid holiday leaves.

RECITALS

WHEREAS, the District and the Association are parties to a master agreement dated May 2022 ("Master Agreement") which sets forth certain terms and conditions of employment for the Association's members (the "Master Agreement"), including terms and conditions for taking paid leave; and

WHEREAS, consistent with District policy for all District employees, the Master Agreement includes paid holiday leaves for all covered by the Agreement in Article VIII, Section 6, parts A, B and C; and

WHEREAS, the LCSD Board of Education adopted a new school calendar in response to community needs which includes holding President's Day as a student contact day; and

WHEREAS, President's Day is one of the paid holidays as part of the Agreement; and

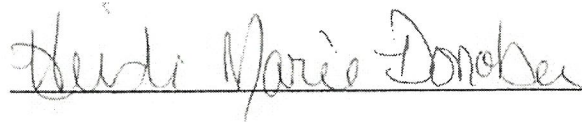
WHEREAS, to preserve the number of employee paid holidays included in the Agreement.

AGREEMENT

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

1. Term. The term of this MOU shall be from July 1, 2023 through June 30, 2025.
2. Paid Holiday. The paid holiday for President's Day will be shifted to the Wednesday before Thanksgiving. President's Day will become a work day and the Wednesday before Thanksgiving will be a paid holiday.

IN WITNESS WHEREOF, the District and Association have cause their respective representatives to execute this MOU as of the date first written above.



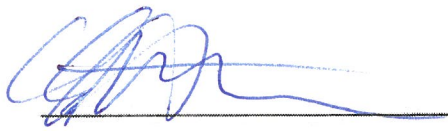
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LCSD BOE

Date : 3-17-23