

MEMORANDUM OF UNDERSTANDING

REGARDING THE 2024 SETTLEMENT OF NEGOTIATIONS

BY AND BETWEEN

LAKE COUNTY SCHOOL DISTRICT AND LAKE COUNTY EDUCATION ASSOCIATION

This Memorandum of Understanding ("MOU") is made and entered into this 3rd day of June, 2024, by and between the Lake county School District R-1 ("District") and the Lake County Education Association ("Association") concerning the settlement of the negotiations process for the 2023-2024 school year, taking effect for the 2024-2025 school year.

RECITALS

WHEREAS, the District and the Association are parties to a Master Agreement dated May 2022 ("Master Agreement") which sets forth terms and conditions of employment of the Association's members, including terms and conditions for the negotiation process; and

WHEREAS, Master Agreement Article 2.1 specifies that "the Master Contract, other than salary and insurance, shall not open for negotiations again until the 2025 negotiations,"

WHEREAS, District and Association engaged in Article 4 - Negotiation Process on May 21, and May 31, 2024 as part of a collective bargaining agreement process.

WHEREAS, District and Association reached a tentative agreement and the parties wish to use this MOU in accordance with Article 2.2.iv, to "reduce the tentative agreement to writing and shall submit the tentative agreement to their respective constituents, consistent with each party's established practices and procedures".

AGREEMENT

THE ASSOCIATION PUT FORWARD A PROPOSAL AND THE DISTRICT REACHED
AGREEMENT ON THE FOLLOWING CONCEPTS:

- 1) Honor steps and lanes for certified staff
 - a) Teachers will be granted a step on the salary schedule. New hires will be provided the salaries they were/would be initially offered and will not be reduced in salary by the equivalent savings of furlough days;
 - b) New hires will benefit from being provided the six (6) furlough days as time off;
- 2) Provide a 3.5% hourly increase for all returning classified staff
- 3) Add one row to the bottom of the certified salary schedule

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|----|-------|--------|--------|--------|----------|----------|--------|--------|--------|--------|--------|--------|----------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|
| | | | | | 82,465 | 83,524 | 84,583 | 85,642 | 86,701 | 87,760 | 88,818 | 89,877 | 90,936 | 91,995 | 93,054 | 94,113 | 95,172 | 96,231 | 97,289 | 98,348 | 99,407 | 100,466 | 101,525 | 102,584 |

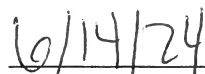
- a) Row R provided above will be added to the salary schedule to allow the two bottomed out employees to advance down a row for the 2024-2025 contract year;
 - b) Any further changes to the salary schedule will need to be negotiated in future years;
 - c) Any further changes to the salary schedule will need to be negotiated in future years and this agreement does not imply a precedent.
 - d) District will absorb the health insurance rate increase for the 2024-2025 school year
 - a) Neither Employees or District will increase insurance premiums;
 - b) Unallocated reserves (which are one time funds) will be used to cover health insurance risk;
- 4) Certified and classified employees will be furloughed 6 days
 - a) The furlough days will offset (3.35% of the 3.5%) of the cost of the steps.

AS PART OF THE NEGOTIATIONS PROCESS, TEN TENTATIVE AGREEMENT
ITEMS WERE CO-DRAFTED. THE LANGUAGE AND ITEMS DISCUSSED AND
AGREED UPON DURING NEGOTIATIONS HAVE BEEN OUTLINED BELOW.

1. Honor steps and lanes.
2. No health insurance premium increases for employees.
3. Add Step R to the certified salary schedule.
4. Teachers are granted Step advancement (3.5%) increase for classified employees - for returning employees
5. Furlough days applies to all LCEA bargaining unit employees.
6. Classified LCEA employees who are returning next year would receive a 3.5% increase, all in this employee group will follow the same 6 furlough days as Teachers.
7. District/Building administration will decide where the furlough days will be placed on the calendar and will provide a communication two weeks after ratification and Board approval of negotiations agreement. These days will be consistent across the District. These six (6) furlough days will consist of four full PD days, one workday, and two half PD days.
- ~~8. Stricken through consent of both parties as it was combined with item 9 "(at half day increments)".~~
9. The District can buy back days when they choose, after consultation with the Association regarding scheduling (at half day increments), with 30 days' advance notice. The half days outlined in bullet 7 must be bought back before any other days, so long as the half days have not already passed within the calendar year. For example, if a furlough day is February 7th, and the District determines mid-year that it has the funds and wishes to buy this back by January 7th, they can provide this notice to employees. Then, all district employees would work that day and be paid a per-diem rate for February 7th during the pay period that the furlough would have occurred. This furlough day would not exist in future calendar years as this would be budgeted for future salary inclusion. The District is not committing to a timeline of when the days will be brought back.
10. The District and the Association will collaborate to provide clear communication to employees about; 1) the outcome of the 24-25 negotiations, 2) what days are furlough days, and communicate to employees that they should understand that these days could possibly be bought back and the employee may have to work these days or utilize their PTO, and 3) what the impacts will be to their step placement and salary (the addendum).



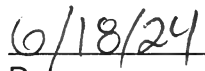
LCEA Representative



Date




LCEA Representative



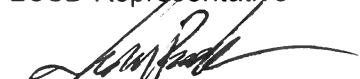
Date




LCSD Representative



Date



LCSD Representative



Date