

**MEMORANDUM OF UNDERSTANDING REGARDING TEACHER WORKLOAD AND TIME
MANAGEMENT WORKING GROUP**

The parties to this Memorandum of Understanding (MOU) are the Lake County Education Association (LCEA) and the Lake County School District R-1(District). The LCEA and District desire to have a Working Group during the 2025-2026 school year meet to study issues related to teacher workload and time management outside of the language or settlement of the Master Agreement. Accordingly, the parties agree to the following:

1. Teacher Workload and Time Management Working Group – 2025-2026 School Year. The parties agree to form a working group during the 2025-26 school year to study issues related to teacher workload and time management. The Working Group shall be established as follows:

1.1 The Working Group will meet a minimum of four (4) times between September 2025 and March 2026 with some work required between meetings. The work group will explore how daily school schedules could be adjusted for 2026-27 and beyond to address a set of topics the working group will identify in its first meeting.

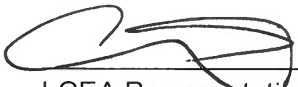
1.2 The Use of Time workgroup shall consist of the following ten (10) members:

- District CFO/COO - Chair
- 1 certified teacher rep from each building, selected from current Building Leadership Teams (BLTs), who can represent the needs of all teachers in the building
- Principal or Assistant Principal - 1 building admin from each school
- District HR Director

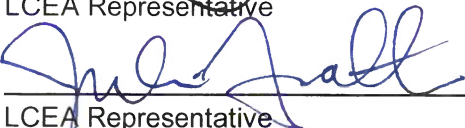
2. The members of the Work Group shall receive a \$1,000 stipend payable in March 2026. The stipend shall be prorated based upon participation and attendance at the scheduled meetings.

3. The final products of the Work Group shall be bell schedule recommendations for 2026-27 to go to BLTs, plus any other recommendations *that would not require negotiations* that are related to time management and workload. The Work Group will also collaborate with the calendar committee if/as necessary. The recommendations shall be provided by May 1, 2026.

4. This MOU shall expire June 30, 2026.



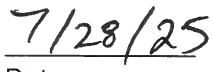
LCEA Representative



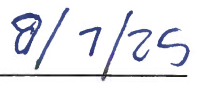
LCEA Representative



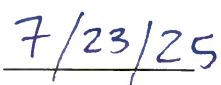
Kate Bantlett
LCSD Representative



Date



Date



Date


LCSD Representative

6/9/15
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