

**MEMORANDUM OF UNDERSTANDING REGARDING CERTIFIED SALARY PLACEMENT
FOR FORMER LEAD TEACHERS AT THE CENTER PRESCHOOL**

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 amend the certified salary schedule placement procedures to give placement credit to employees who have been Lead Teachers in the district's preschool program, the Center Preschool. As a result, the parties agree:

1. The salary schedule shall be revised to include the following language: "Full-time, contracted, and completed years of experience as a Lead Teacher at the Center Preschool will be recognized for salary placement on the certified salary schedule."

2. Years of experience that meet the requirement above shall be used as follows for placement on the certified salary schedule:

0-2 years: Row A
3-5 years: Row B
6-8 years: Row C
9-11 years: Row D
12-14+ years: Row E

3. This practice shall go into effect for the 2025-26 school year. Employees currently on the certified salary schedule, with years of experience that meet the requirement above, shall have their salaries for 2025-26 adjusted to reflect these years of experience. There will be no retroactive adjustments or compensation.

4. This MOU shall expire June 30, 2026.



LCEA Representative

8/9/25
Date



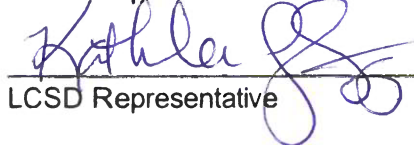
LCEA Representative

8/9/25
Date



LCSD Representative

8/13/25
Date



LCSD Representative

8/14/25
Date