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District 1
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District 2
Kristl Burns, Ph.D.
District 3
Marc Dodd
District 4
Sandy Gamble
District 5
Stephanie Luke

Memo of Understanding
Between
The School Board of Lake County
And
Lake County Education Association
Teacher Salary Increase Allocation

The School Board of Lake County and the Lake County Education Association have reached agreement on a salary distribution plan for the Teacher Salary Increase Allocation as outlined in HB 641 and the General Appropriations Act.

The total allocation following the distribution of proportionate share to non-conversion charter schools is \$7,196,611.00.

Eighty percent of the allocation will be used to increase the minimum base salary for full-time classroom teachers as defined in section 1012.01(2)(a), plus certified prekindergarten teachers funded in the Florida Education Finance Program (FEFP), but not including substitute teachers. The maximum amount achievable using eighty percent of the district's allocation establishes a new base salary of \$44,750.00 for full-time classroom teachers.

The remaining twenty percent of the allocation will be used to increase the base salary of full-time classroom teachers, plus certified pre-kindergarten teachers who received an increase of less than two percent from the eighty percent portion of the allocation. All other instructional personnel, as defined in s.1012.01(2)(b)-(d), will also receive an increase to their base salary from the remaining twenty percent portion of the allocation.

The Board will use other district funds to cover the cost of increasing the base salary of prekindergarten teachers not funded by the FEFP according to the provisions outlined in this agreement.

- District allocation including conversion charter schools \$7,196,611.00
- 80% amount of the allocation including benefits \$5,757,288.00
- 20% amount of the allocation including benefits \$1,439,322.20
- Other district funds for pre-k teachers and rounding \$84,137.00

Method of distribution

- Full-time classroom teachers and FEFP funded prekindergarten teachers with a base salary under \$44,750.00 will move to a new base salary of \$44,750.00 using the 80% portion of the allocation.
- Full-time non-classroom instructional personnel with a base salary under \$44,750.00 will move to a new base salary of \$44,750.00 using the 20% portion of the allocation.
- Other district funds will be used to increase the base salary of non-FEFP funded pre-k teachers to \$44,750.
- All full-time instructional personnel with a current base salary between \$40,400.00 and \$44,309.99 will have received more than a 1% increase to reach the new Classroom Teacher Minimum.
- All full-time instructional personnel with a current base salary between \$44,310.00 and \$44,749.99 will receive a 1% increase when combined with any increase needed to obtain the new Classroom Teacher Minimum.
- All full-time instructional personnel with a current base salary between \$44,750 and \$47,499.99 will receive a 1% increase to their base salary.
- All full-time instructional personnel with a current base salary between \$47,500.00 and \$50,999.99 will receive a 1.5% increase to their base salary.
- All full-time instructional personnel, including all pre-k teachers at a base salary of \$51,000.00 or above, will receive a 2% increase to their base salary.

JC Farnsworth 9/23/2020 [Signature] 9/23/2020
For the Board Date For LCEA Date