

LETTER OF AGREEMENT  
Between  
Lake Shore Public Schools  
And  
Lake Shore Federation of Teachers  
June 23, 2020

**THIS LETTER OF AGREEMENT** ("LOA") is made and entered into this 23<sup>rd</sup> day of June, 2020, by and between the Board of Education of the Lake Shore Public School District ("BOARD"), and the Lake Shore Federation of Teachers Local 1465 ("FEDERATION"), to facilitate a one-year extension of the 2019-20 Collective Bargaining Agreement ("CBA") through August 31, 2021.

**WHEREAS**, the FEDERATION is the exclusive bargaining representative for all certified personnel employed by the BOARD, as set forth in Article I, Section 3 of the CBA;

**WHEREAS**, the BOARD and the FEDERATION have agreed to extend the terms of the CBA for a period of one school year and to modify certain provisions of the CBA for the 2020-21 contract year; and

**WHEREAS**, the BOARD and the FEDERATION have agreed that the terms of this LOA for the 2020-21 contract year as set forth below shall not constitute a precedent for any future agreement, and shall not constitute the status quo of the CBA for purposes of future negotiations.

**NOW, THEREFORE**, in consideration of the promises and mutual undertakings and agreements of the parties hereto, it is hereby agreed by the BOARD and the FEDERATION as follows:

1. Term of Agreement

Article X, Section 1 of the CBA is amended to read as follows:

Section 1. Duration of Agreement

- A. This Agreement shall be effective as of September 1, 2020 for a term of one (1) year and shall expire at 11:59 p.m., Eastern Standard Time on August 31, 2021.
- B. The parties agree to undertake negotiations for a new Collective Bargaining Agreement no later than November 1, 2020.

2. Compensation

Appendix B of the CBA is amended to provide a revised salary schedule for the 2020-21 contract year. For the 2020-21 contract, year bargaining unit members who have not reached the top of the pay scale shall advance one step, as determined by applying the 2020-21 Teachers' Salary Schedule, attached as Exhibit 1.

3. January 6, 2020 Letter of Agreement

The terms of the parties' Letter of Agreement dated January 6, 2020, attached as Exhibit 2, shall remain in full force and effect.

4. Calendar

Appendix A of the CBA is amended to provide a revised calendar for the 2020-21 contract year, attached as Exhibit 3.

5. Effect of LOA

Except as otherwise provided in this LOA, the remaining provisions of the CBA will continue in effect through the extended term of the CBA.

6. Non-Precedential

The parties agree that the circumstances leading to the creation of this LOA are unique and that entering into this LOA will not constitute a precedent for any future dealings between the parties concerning the subject matters of this LOA and that the terms of this LOA will not constitute the status quo of the CBA for purposes of future negotiations.

7. Entire Agreement

This LOA sets forth all the promises, agreements, conditions, and understandings between the parties relative to the subject matter hereof. There are no promises, agreements or undertakings, either oral or written, expressed or implied between them other than as herein set forth.

8. Amendment of LOA


Except as otherwise provided, no subsequent alteration, amendment, change, or addition to this LOA shall be binding upon the parties hereto unless reduced to writing and duly authorized and signed by each of them.

9. Effective Date

This LOA is effective immediately upon execution by the authorized representatives of the BOARD and the FEDERATION as set forth below.


**BOARD OF EDUCATION  
LAKE SHORE PUBLIC SCHOOLS**

  
\_\_\_\_\_  
SHARON BARTL, PRESIDENT

  
\_\_\_\_\_  
ELIZABETH MUNGER, SECRETARY

DATED 6-23, 2020

**LAKE SHORE FEDERATION OF TEACHERS  
LOCAL 1465**

  
\_\_\_\_\_  
FREDERICK SHAHEEN, PRESIDENT

  
\_\_\_\_\_  
KAREN KARCZEWSKI, SECRETARY

DATED 6-24, 2020

## EXHIBIT 1

### Teacher Salary Schedule

*All hired 2013-14 year and later*

<b>STEP</b>	<b>BA</b>	<b>BA 18+</b>	<b>MA</b>	<b>MA2 &amp; EDS</b>	<b>EDD &amp; PHD</b>
1	\$38,000	\$39,000	\$41,000	\$42,500	\$44,000
2	\$39,000	\$40,000	\$42,000	\$43,500	\$45,000
3	\$40,250	\$41,250	\$43,250	\$44,750	\$46,250
4	\$41,750	\$42,750	\$44,750	\$46,250	\$47,750
5	\$43,500	\$44,500	\$46,500	\$48,000	\$49,500
6	\$44,500	\$45,500	\$48,000	\$49,500	\$51,000
7	\$45,500	\$46,500	\$49,500	\$51,000	\$52,500
8	\$46,500	\$47,500	\$51,000	\$52,500	\$54,000
9	\$47,500	\$48,500	\$52,500	\$54,000	\$55,500
10	\$49,000	\$50,000	\$55,000	\$56,500	\$58,000
11	\$50,000	\$51,000	\$56,500	\$58,000	\$59,500
12	\$51,000	\$52,000	\$58,000	\$59,500	\$61,000
13	\$52,000	\$53,000	\$59,500	\$61,000	\$62,500
14	\$53,000	\$54,000	\$61,000	\$62,500	\$64,000
15	\$54,000	\$55,000	\$63,000	\$64,500	\$66,000
16	\$55,000	\$56,000	\$64,500	\$66,000	\$67,500
17	\$56,000	\$57,000	\$66,000	\$67,500	\$69,000
18	\$57,000	\$58,000	\$67,500	\$69,000	\$70,500
19	\$58,000	\$59,000	\$69,000	\$70,500	\$72,000
20	\$60,000	\$61,000	\$71,500	\$73,000	\$74,500
21	\$61,000	\$62,000	\$73,000	\$74,500	\$76,000
22	\$62,000	\$63,000	\$74,500	\$76,000	\$77,500
23	\$64,000	\$65,275	\$80,000	\$81,500	\$83,000

**EXHIBIT 1**

**Teacher Salary Schedule**

*All hired during the 2012-13 year or earlier*

<b>STEP</b>	<b>BA</b>	<b>BA 18+</b>	<b>MA</b>	<b>MA2 &amp; EDS</b>	<b>EDD &amp; PHD</b>
A	\$44,181	\$46,240	\$48,363	\$50,042	\$51,542
B	\$45,764	\$48,052	\$50,750	\$52,423	\$53,923
C	\$48,264	\$50,552	\$53,750	\$55,523	\$57,023
D	\$51,142	\$53,700	\$57,296	\$58,980	\$60,480
E	\$52,642	\$54,700	\$60,296	\$60,914	\$62,414
F	\$54,122	\$55,994	\$62,645	\$63,039	\$64,539
G	\$55,622	\$57,244	\$64,994	\$65,289	\$66,789
H	\$57,276	\$58,423	\$66,512	\$67,420	\$68,920
I	\$58,626	\$59,773	\$69,012	\$69,920	\$71,420
J	\$59,977	\$61,177	\$70,857	\$72,544	\$74,044
K	\$60,977	\$62,177	\$73,857	\$75,253	\$76,753
L	\$62,096	\$63,336	\$76,247	\$77,961	\$79,461
M	\$64,000	\$65,275	\$80000	\$81,500	\$83,000

**EXHIBIT 2**



**Lake Shore  
Public Schools**

**INSPIRATION ▶ INNOVATION ▶ CELEBRATION**

Letter of Agreement  
Between  
Lake Shore Public Schools  
And  
Lake Shore Federation of Teachers  
REVISED- January 6, 2020

The Lake Shore Public Schools, hereinafter known as "District" and the Lake Shore Federation of Teachers, hereinafter known as the "Federation", hereby agree to the following contract revisions regarding a move to semester schedules at Lake Shore High School (LSHS) and Kennedy Middle School (KMS), effective at the start of the 2020-21 school year:

- Language referring to "trimesters" will be removed from future CBA's.
- Language mandating SSR at KMS will be removed from future CBA's.

The District and Federation shall work collaboratively during upcoming negotiations to modify contract language regarding prep time, class size, class overages, teacher lunch, other matters concerning the move to semesters.

Be it further understood that under semesters, the teacher work day shall be no longer than provisions set forth in the 2019-20 CBA and that the move to a semester schedule at LSHS and KMS has no bearing on the continuation of a three marking period schedule at the elementary level.

WHEARAS, the District and Federation agree on the aforementioned provisions regarding the move to a semester schedule at LSHS and KMS, the District furthermore agrees that effective January 24, 2020, the following on-scale adjustment shall be made to Step 23/M of the 2019-20 Salary Schedule:

23	\$63,155	\$64,416	\$78,942	\$80,442	\$81,942
M	\$63,155	\$64,416	\$78,942	\$80,442	\$81,942

23	\$64,000	\$65,275	\$80000	\$81,500	\$83,000
M	\$64,000	\$65,275	\$80000	\$81,500	\$83,000

  
Fred Shaheen, LSFT President

1-6-20  
Date

  
Dr. George Lewis, Assistant Superintendent

1-6-20  
Date

### EXHIBIT 3

#### **2020/21 School Calendar** Lake Shore Public Schools

Each teacher shall spend at least one ½ day in classroom preparation prior to the start of school, Appendix A, Supplement, B, in this Agreement.

#### **2020**

Wednesday	September 2	Teacher Professional Development (Half Day)
Thursday	September 3	Teacher Professional Development (Full Day)
Friday	September 4	Breaks and Holidays (No School)
Monday	September 7	Labor Day (No School)
Tuesday	September 8	First Day Students (Half Day) - Teachers (Full Day)
Monday	September 14	Teacher Professional Development (No School)
Monday	November 2	Teacher Professional Development (No School)
Tuesday	November 3	Election Day (No School)
Wednesday	November 25	Half Day before Holiday Break (P/T Conference Night)
Thursday	November 26	Thanksgiving Recess, Holiday Break (No School)
Friday	November 27	Thanksgiving Recess, Holiday Break (No School)
Monday	November 30	School Resumes
Friday	December 18	Last Day before Holiday Break
Monday	December 21	Holiday Break Begins

#### **2021**

Monday	January 4	Teacher Professional Development
Tuesday	January 5	School Resumes
Monday	January 18	MLK Day (No School)
Friday	February 12	Mid-Winter Break (No School)
Monday	February 15	Mid-Winter Break (No School)
Tuesday	February 16	School Resumes
Monday	March 1	Teacher Professional Development
Friday	April 2	Spring Break Begins (No School)
Monday	April 12	School Resumes
Friday	May 28	Half Day before Holiday Break
Monday	May 31	Memorial Day (No School)
Thursday	June 17	Last Day for Students (Half Day) – Teachers (Full Day)
Friday	June 18	Teacher Professional Development