



MEMORANDA OF UNDERSTANDING (MOUs) RATIFICATION SEPTEMBER 2026

Ratification Information: **PLEASE REVIEW ALL INFORMATION BELOW.** *Ratification is tentatively scheduled for September 30th, 2026 at all worksites.*

The following items would be part of this ratification.

1. [CTSIA/TSIA state fund MOU](#)
2. [Summer School MOU](#)
3. [Peer Teacher MOU](#)
4. [Title 1 / Critical Shortage MOU](#)
5. [Transfer Donation Sick Leave MOU](#)
6. [Additional Class Period MOU](#)
7. [Night School MOU](#)
8. [Salary Referendum MOU](#)
9. [Lincoln Park](#)
10. [Dual Enrollment MOU](#)

IMPORTANT INFORMATION:

- CTSIA/TSIA funding is restricted by the state to reappointed classroom teachers with 10+ years of Florida public school experience. LCEA and LCS are not responsible for these restrictions which leave approximately 2,000 Lake County Schools educators ineligible for these funds.
- A proposal for additional compensation has been put forward by LCEA.
- The Salary Referendum MOU states that the compensation negotiated in that MOU does not replace any additional compensation and LCEA and Lake County Schools will continue negotiating salary increases for all educators.
- Except for the Referendum MOU, LCS has not made any proposals or commitments regarding compensation beyond the state-mandated CTSIA.
- If the MOUs above are ratified, the earliest money would be in paychecks is projected to be November.

Resources:

- [CTSIA FAQ](#) [Compensation FAQ](#) [MOU Highlights Summary](#)
- <https://www.lcea.org/bargaining>



What happens if I vote “NO” on the MOU ratification?

If you are unhappy with one agreement and vote “no” it will be a “no” vote for the whole package. LCEA encourages all instructional staff to stay informed, participate in the process, and vote based on their own assessment of the agreement. LCEA respects each educator’s right to make an informed decision regarding ratification.

Under bargaining rules, chief negotiators and bargaining team members are generally expected to support and explain any tentative agreement that has been signed and recommended for ratification.

If the tentative agreement receives at least 50% plus one of the votes cast in favor, it is ratified. If it does not receive the required level of support, the agreement is not ratified and the next steps are determined by the applicable bargaining process.

What happens if the agreement is not ratified?

- The tentative agreement does not take effect.
- The parties continue through the bargaining process, which may include impasse procedures.
- Contract language improvements would not be implemented at that time.
- Eligible CTSIA compensation may still be paid, but potentially at a later date.

For more information please speak with your LCEA worksite leader.