



201 West Burleigh Boulevard, Tavares, FL 32778-2496  
(352) 253-6500 / Fax (352) 253-6503 / www.lake.k12.fl.us

**Superintendent:**  
Diane S. Kornegay, M.Ed.

**School Board Members:**  
*District 1*  
Bill Mathias, MAOM  
*District 2*  
Tyler Brandeburg  
*District 3*  
Marc Dodd, M.Ed.  
*District 4*  
Mollie Cunningham  
*District 5*  
Stephanie Luke, Ed.D.

Memo of Understanding Between  
The School Board of Lake County And  
Service Employees International Union FPSU

**2025-2026 Emergency Pay – Disaster Declared Event**

During an emergency closure of Lake County Schools (LCS) due to a disaster declared event (such as a hurricane, tornado, other disaster declared event) non-instructional employees that work at district facilities and perform disaster related duties, to include preparation, mitigation, recovery, and/or shelter duties as defined by the Federal Emergency Management Agency (FEMA) will be eligible to receive Emergency Pay.

Assigned Workers Emergency Pay will commence at the time designated by the Superintendent after non-assigned workers depart LCS facilities and continue until cessation time designated by the Superintendent. The Assigned Workers Emergency Pay rate will be twice the regular hourly rate.

Example: Employee regular hourly rate of \$15.00.

Assigned Worker Emergency Pay – Disaster declared by the Superintendent at 12:00 P.M. Thursday through 2:00 P.M. Sunday.

| Thursday                        |                                   | Friday        | Saturday      | Sunday                           | Monday                   |
|---------------------------------|-----------------------------------|---------------|---------------|----------------------------------|--------------------------|
| \$15.00                         | \$30.00                           | \$30.00       | \$30.00       | \$30.00                          | \$15.00                  |
| Regular Pay<br>Until 12:00 P.M. | Emergency Pay<br>After 12:00 P.M. | Emergency Pay | Emergency Pay | Emergency Pay<br>Until 2:00 P.M. | Return to<br>Regular Pay |

Individuals must be designated by a department manager or school administrator and approved by the District to be compensated. Employees of LCS who volunteer to assist at any LCS facility during an emergency disaster declared event will not be paid for their volunteered time.

If it is determined, schools will be required to make up student contact time; all employees will be required to work the hours necessary on an amended calendar without additional compensation. However, employees will not lose any pay.

\_\_\_\_\_  
For the Board

\_\_\_\_\_  
Date

\_\_\_\_\_  
For SEIU

\_\_\_\_\_  
Date