



## MEMORANDUM OF UNDERSTANDING

This document shall constitute a Memorandum of Understanding (MOU) between The Teachers Association of Lee County (TALC) and The School District of Lee County relating to Article 10 (Compensation) and the Appendix E (Instructional Supplement Salary Schedule) of the Collective Bargaining Agreement.

The parties involved desire to enter into an agreement in which the Instructional Supplement Salary Schedule is amended.

On June 10, 2020, the parties reached consensus on amendments to the Instructional Supplement Salary Schedule with implementation to begin immediately. The amendments include the following:

- The addition of Check & Connect, Cooperating Teacher, and Lead Mentor supplements.
- Check & Connect supplements are awarded to instructional staff who support student engagement using research-based strategies to positively impact graduation rates and reduce dropout rates. The program is supported by a District partnership with the State Personnel Development Grant (SPDG), which provides funding for a supplement of \$1,215.00. The supplement will be paid beginning in FY20 (2019-2020 school year).
- Cooperating Teacher supplements are awarded to instructional staff who support classroom teacher interns participating in a District approved internship program. Professional Development has identified a need to incentivize participation in these programs by providing recognition for instructional staff in the form of a supplement, which will also count towards completion of the Participation Requirements for moving from Career to Accomplished on the Career Ladder. Title II provides funding for a supplement of \$200.00 per semester. The supplement will be paid beginning in FY21 (2020-2021 school year).
- Lead Mentor supplements are awarded to instructional staff who are the primary point of contact for APPLES mentors at their school. Professional Development has identified a need to incentivize participation in this program by providing recognition for instructional staff in the form of a supplement, which will also count towards completion of the Participation Requirements for moving from Career to



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Accomplished on the Career Ladder. Title II provides funding for a supplement of \$816.00. The supplement will be paid beginning in FY21 (2020-2021 school year).

These supplements are all grant funded, with expenditure of funds approved as part of the grant process. Additional recommendations made by the TALC Supplement Committee will be considered as part of the bargaining process and may be implemented at a later date.

This agreement will be effective June 10, 2020 and will remain so until ratification of a subsequent collective bargaining agreement.

Agreed to:

The Teachers Association of Lee County

Handwritten signature of Kevin Daly in blue ink.

Kevin Daly  
President

8/4/20

Date

Handwritten signature of Kerr Fazzone in blue ink.

Kerr Fazzone, Ph.D.  
Chief Negotiator

8/4/2020

Date

The School District of Lee County

Handwritten signature of Gregory K. Adkins in blue ink.

Gregory K. Adkins, Ed.D.  
Superintendent

8/6/20

Date

Handwritten signature of Angela J. Pruitt in blue ink.

Angela J. Pruitt, Ph.D.  
Chief Negotiator

8/4/2020

Date