



## 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 10.04 (Non-Standard Rate of Pay) of the Collective Bargaining Agreement.

The parties involved desire to enter into an agreement allowing Instructional Staff to receive compensation for assigned duties associated with being an Adjunct Teacher at Lee Virtual School.

The following requirements must be met in order for funds to be disbursed:

- Instructional Staff assigned duties as an Adjunct Teacher at Lee Virtual School will be paid \$4,250.00 per semester to provide virtual instruction for students
- Virtual instruction will be provided in accordance with the contractual obligations set forth in agreements with vendor partners, Florida Statue, and Board Policy
- Instructional Staff assigned duties as an Adjunct Teacher at Lee Virtual School will serve as the teacher of record for a course, the total student load per course shall not exceed 50 active enrollments
- Instructional Staff assigned duties as an Adjunct Teacher at Lee Virtual School will not have more than two course preparations for virtual instruction
- After assignment of duties, but prior to beginning virtual instruction, Instructional Staff assigned duties as an Adjunct Teacher at Lee Virtual School must complete professional development on virtual instruction offered by Lee Virtual School and/or its partners
- The District will provide compensation for required professional development that takes place outside of regularly scheduled work hours
- Instructional Staff assigned duties as an Adjunct Teacher at Lee Virtual School will be required to have a publishable telephone number and a computer with high-speed internet access
- District facilities and equipment may be utilized to the extent that they are normally available provided they do not disrupt an employee's regularly assigned duties
- Instructional Staff assigned duties as an Adjunct Teacher at Lee Virtual School will be expected to establish weekly "office hours" during which students and parents will be able to communicate with the Adjunct Teacher via telephone
- A minimum of five (5) hours of "office hours" should be scheduled for each week of instruction, set at the Adjunct Teacher's discretion and in a manner consistent with the Lee Virtual School handbook



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- Additional student and parent contact may be required beyond the Adjunct Teacher's established "office hours" and can be conducted in a time, place, and manner agreed upon by the Adjunct Teacher and the student's parent(s)
- Adjunct Teachers will be expected to return student and parent communication within twenty-four (24) hours of contact being initiated
- Adjunct Teachers will be expected to adhere to the Lee Virtual School handbook and franchise or curriculum provider contracts
- Initial enrollment and registration of students will not be the responsibility of the Adjunct Teacher
- The TALC Labor/Management Committee will meet periodically to discuss the implementation of virtual instruction

This agreement will be effective upon signing and remain so until the ratification of a subsequent collective bargaining agreement.

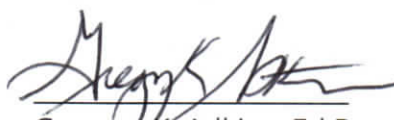
Agreed to:

The Teachers Association  
of Lee County

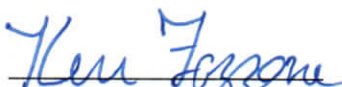
The School District of Lee County

  
\_\_\_\_\_  
Kevin Daly  
President


9/14/20  
Date

  
\_\_\_\_\_  
Gregory K. Adkins, Ed.D.  
Superintendent

9/15/20  
Date

  
\_\_\_\_\_  
Kerr Fazzone, Ph.D.  
Chief Negotiator

9/14/2020  
Date

  
\_\_\_\_\_  
Angela J. Pruitt, Ph.D.  
Chief Negotiator

9/14/2020  
Date