



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 May 13, 2020, the parties reached consensus on amendments to the Instructional Supplement Salary Schedule with implementation to begin immediately. The amendments include the following:

- The elimination of the First Responder supplement. This change will allow for an increase to the District Athletic Trainer supplement and the creation of Assistant Athletic Director and Assistant Athletic Trainer Supplements.
- The Administrative Designee supplement will be available to Deans.
- Team Leader supplements are being added for the ESE Department and will continue to be available for School Social Workers and School Psychologist.
- A Grade Level Chair supplement is being added for Pre-K at schools with Pre-K programs.
- Changes to Special Instructional Supplements include continuing payment of a supplement for Licensed Mental Health Professionals and the addition of supplemental pay for Licensed Mental Health Professionals with specified licenses
- All District departments with instructional staff will now receive a School Inservice Representative (SIR) and an Equity Coordinator supplements. Early Childhood Learning Services will also receive an Equity Coordinator supplement.
- Post-secondary locations will continue to receive literary magazine/newspaper supplement. Post-secondary will also receive a Safety & Security supplement.

There is no estimated fiscal impact associated with these changes. Recommended increases made by the TALC Supplement Committee will be considered as part of the bargaining process and may be implemented at a later date.



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This agreement will be effective May 13, 2020 and will remain so until ratification of a subsequent collective bargaining agreement.

Agreed to:

The Teachers Association of Lee County

Kevin Daly
President

6/3/20
Date

Kerr Fazzone, Ph.D.
Chief Negotiator

6/3/2020
Date

The School District of Lee County

Gregory K. Adkins, Ed.D.
Superintendent

6/4/20
Date

Angela J. Pruitt, Ph.D.
Chief Negotiator

6/3/2020
Date