



MEMORANDUM OF UNDERSTANDING

This document shall constitute a Memorandum of Understanding (MOU) between The Support Personnel Association of Lee County (SPALC) and The School District of Lee County (District) relating to Article 5 (General Employment Practices) and Article 10 (Compensation) of the Collective Bargaining Agreement.

The parties involved desire to enter into an agreement that allows the District to hold employees harmless if they change positions from the Grade/Step Salary Schedule to the Market Rate Salary Schedule or if their position is reclassified resulting in a decrease in regular rate of pay (hourly rate).

SPALC Contract Article 5.05(2) describes existing procedures for temporary reassignment, which allows employees to receive additional payment for temporarily performing the assigned duties of a position with a higher regular rate of pay (hourly rate).

SPALC Contract Article 10.01(2) describes existing procedures for establishing starting salary if an employee changes position, which in some instances may result in an employee receiving a decrease in regular rate of pay (hourly rate) for performing the same assigned duties as described in SPALC Contract Article 5.05(2).

The District and SPALC recognize the need to reconcile the contradictory effect of this language in order to preserve the original intent of the parties. The District will review all situations where a change in position may have resulted in an employee receiving less than the amount established by the Temporary Reassignment Matrix described in 10.04(3) and will provide the SPALC Labor/Management Committee with information necessary to determine which employees are eligible for a hold harmless.

The SPALC Labor/Management Committee will prepare a recommendation for FY22 bargaining that includes revised contract language, if necessary.

This agreement will be effective July 1, 2020 and remain so until the ratification of a subsequent collective bargaining agreement.

Agreed to:

The Support Personnel Association of Lee County



MEMORANDUM OF UNDERSTANDING

Jamie R. Michael
Jamie R. Michael
President

4/7/21
Date

Elizabeth M. Peterson
Elizabeth Peterson
Chief Negotiator

4/7/21
Date

The School District of Lee County

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

4/9/2021
Date

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

4/7/2021
Date