



## 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 10 (Compensation) of the Collective Bargaining Agreement.

The parties involved desire to enter into an agreement that addresses the distribution of Elementary and Secondary School Economic Recovery (ESSER) Act funding.

In order to support the retention and recruitment of support staff for the remainder of FY22 (2021-2022 school year), the parties have agreed to retention bonuses in the amount of \$2,000.00 total for eligible employees.

The parties agree that there is no substitute who can replace a regular employee in meeting the needs of the students served by the District.

### **First Payment**

Eligible employees will receive payment in the amount of \$1,000.00, if they are payroll active and actively working on March 15, 2022. Payment is tentatively schedule for March 31, 2022.

### **Second Payment**

In order to support employee attendance, the District will provide retention bonuses only to employees with fewer than five (5) total absences from the date of the execution of this agreement. Absences due to the approval of leave associated with the Family Medical Leave Act (FMLA) or Sick Leave (COVID-19) will not count toward an employee's total absences. Approved vacation and personal leave will not count toward an employee's total absences.

Eligible employees will receive payment in the amount of \$1,000.00 if they are payroll active and actively working on the last day of their regularly scheduled work year. Payment is tentatively schedule for July 15, 2022.

Employees who are on a Family Medical Leave Act (FMLA) related leave will not receive payment until they return to work from their FMLA leave with no break in service.



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The SPALC Labor/Management Committee will review absenteeism in order to prepare a recommendation for the bargaining teams for FY23 (2022-2023 school year) regarding the possible continuation of Attendance Incentives.

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

## Agreed to:

### The Support Personnel Association of Lee County



Amanda Evans  
President

3/2/2022

Date



Kerr Fazzino, Ph.D.  
Chief Negotiator

3/2/22

Date

### The School District of Lee County



Kenneth Savage, Ed.D.  
Interim Superintendent

3/2/2022

Date



Rob Dodig, J.D.  
Chief Negotiator

3/2/22

Date