



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 10.04(3) (Temporary Reassignment) of the Collective Bargaining Agreement and the FY22 (2021-2022 school year) SPALC COVID MOU.

The parties involved desire to enter into an agreement that clarifies the procedures for voluntary classroom coverage.

In order to address the immediate needs and interests of students and support staff relative to the coronavirus (COVID-19) pandemic, the parties agree to an increase in compensation for Voluntary Classroom Coverage from \$30.00 per day to \$100.00 per day. These emergency needs will be addressed with the expenditure of available Elementary and Secondary School Economic Relief (ESSER) Act funding.

In addition, the parties agree to clarify and reaffirm that eligibility for voluntary coverage is limited to instructional paraprofessionals or helping teachers who voluntarily accept this temporary assignment. School-based administrators should not ask for support staff to provide voluntary classroom coverage until after establishing that no instructional staff members are available to provide coverage, no guest teachers are available, and no reasonable alternatives exist.

The SPALC Labor/Management Committee has been made aware of multiple incidents where employee absenteeism due to the coronavirus (COVID-19) pandemic has resulted in significant concerns about the continued operations of individual schools or worksites. However, the parties acknowledge that the State of Florida has restricted the ability of the District to institute temporary school or worksite closures.

In the event that an emergency situation exists, where there is a concern about the continued operation of an individual school or worksite due to employee absenteeism and school-based administrators are unable otherwise unable to provide appropriate student supervision, an immediate report must be made to the Academic Services. Upon notifying SPALC, Academic Services may authorize the emergency temporary reassignment of Office Secretarial, and Clerical staff or Security and Technical staff, as defined in Appendix C of the SPALC Collective Bargaining Agreement, to provide support with student supervision.



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This agreement will serve as an amendment of to the FY22 SPALC COVID MOU and will be effective January 12, 2022 and remain so until July 1, 2022.

Agreed to:

The Support Personnel Association of Lee County

Amanda Evans

Amanda Evans
President

3/2/2022

Date

Kerr Fazzone

Kerr Fazzone, Ph.D.
Chief Negotiator

3/2/22

Date

The School District of Lee County

Kenneth Savage

Kenneth Savage, Ed.D.
Interim Superintendent

3/2/2022

Date

Rob Dodig

Rob Dodig, J.D.
Chief Negotiator

3/2/22

Date