



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 1 (Parties to Agreement), Article 5 (General Employment Practices), Article 6 (Working Conditions), and Article 10 (Compensation) of the Collective Bargaining Agreement.

The parties involved desire to enter into an agreement that supports centralized hiring and staffing for Food & Nutrition Services. Conceptual agreement was obtained in SPALC Labor/Management Committee meetings during FY22 (2021-2022 school year).

As a result, employees in the following positions have been reassigned to Food & Nutrition Services in PeopleSoft, but will continue to report to work at their same work site.

Job Title
<i>Assistant Manager, Food and Nutrition Services</i>
<i>Assistant Manager, Environmental Education and School Gardens</i>
<i>Manager, Food and Nutrition Services (Intern)</i>
<i>Worker, Food and Nutrition Services</i>
<i>Worker, Food and Nutrition Services (Traveling)</i>

This change went into effect on July 1, 2022 and allows for administration in Food & Nutrition Services to take ownership of specific portions direct supervision. Administrators in Food & Nutrition Services will be responsible for hiring, recommendations for reappointment, termination, and resignation. Field Managers will be responsible for work schedule, leave, performance evaluation, grievances, and site-based disciplinary action, but will work with administrators in Food & Nutrition Services prior to making final decisions related to these matters.

No changes in job description or job code are anticipated at this time. No reduction in force is anticipated at this time, due to staffing shortages resulting from the coronavirus (COVID-19) pandemic.

Food & Nutrition Services will work with Human Resources to develop staffing guidelines and maintain existing processes to the extent possible. School-based administrators will



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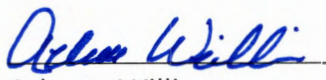
still be responsible for providing limited direct supervision, however Food & Nutrition Services will serve in an oversight capacity to ensure compliance with all applicable standards for service. Employees will be informed of new reporting structures within Food & Nutrition Services as soon as possible.

The SPALC Labor/Management Committee will work to resolve any issues related to continuity of service with the interest of supporting staff and student safety and the correct and proper operations of the District. Information will be shared with employees as it becomes available, it will be clear and concise, and it will be translated into multiple languages to support employee comprehension.

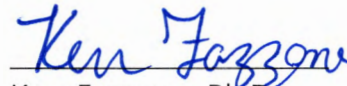
This agreement will be effective upon signing, with emergency implementation to begin immediately, and it will remain so until the ratification of a subsequent collective bargaining agreement.

Agreed to:

The Support Personnel Association of Lee County

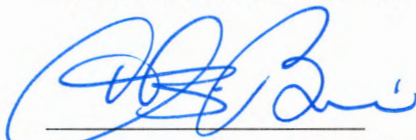

Arlease Williarns
President

9/6/22
Date

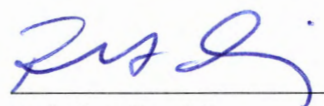

Kerr Fazzone, Ph.D.
Chief Negotiator

9/6/22
Date

The School District of Lee County


Christopher Bernier, Ed.D.
Superintendent

9/6/2022
Date


Rob Dodig, J.D.
Chief Negotiator

9/6/22
Date