



MEMORANDUM OF UNDERSTANDING

This document shall constitute a Memorandum of Understanding (MOU) between The Support Association of Lee County (SPALC), The Teachers Association of Lee County (TALC), and The School District of Lee County relating to their respective Collective Bargaining Agreement.

The parties involved desire to enter into an agreement that addresses concerns related to the Coronavirus (COVID-19) pandemic and a historic mobilization of resources to meet the needs of students. All employees, including administrators, are expected to act with compassion and grace during these unprecedented times.

SPALC, TALC, and the District are meeting regularly to discuss the rapidly developing situation and contingency plans to ensure the continuity of academic instruction. The parties have reached consensus on the following:

- School facilities will be closed, but academic instruction will continue; more information will be provided in an Academic Continuity Plan to be released by Academic Services
- All employees will continue to be compensated; reasonable modifications may be made to work schedules or assigned duties to allow for remote learning
- Plans will be implemented to allow all employees the opportunity for meaningful work that advances the District's mission
- Regular meetings will be held, so that District and union leadership are able to discuss concerns, challenges, and issues as they arise
- Guidance from the Florida Department of Education (FL DOE), Centers for Disease Control (CDC), Florida Education Association (FEA), and emergency/health officials will be shared
- Joint Communications providing clarification of existing contract language will be published and sent to employees on a regular basis


This agreement will be effective upon signing and remain so until regular operations resume or the ratification of a subsequent collective bargaining agreement.





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Agreed to:

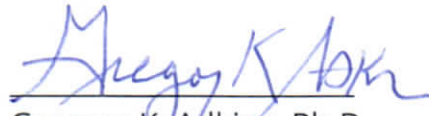
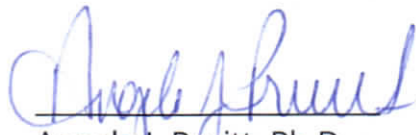
The Support Personnel Association of Lee County

 Jamie R. Michael President	<u>3/20/2020</u> Date	 Elizabeth Peterson Chief Negotiator	<u>3/20/20</u> Date
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The Teachers Association of Lee County

 Kevin Daly President	<u>3/20/20</u> Date	 Kerr Fazzone, Ph.D. Chief Negotiator	<u>3/20/2020</u> Date
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The School District of Lee County

 Gregory K. Adkins, Ph.D. Superintendent	<u>3/20/20</u> Date	 Angela J. Pruitt, Ph.D. Chief Negotiator	<u>3/20/2020</u> Date
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