



## MEMORANDUM OF UNDERSTANDING

This document shall constitute a Memorandum of Understanding (MOU) between The Teachers Association of Lee County (TALC) and The School District of Lee County relating to Article 10 (Compensation) and the Appendix E (Instructional Supplement Salary Schedule) of the Collective Bargaining Agreement.

The parties involved desire to enter into an agreement in which the Instructional Supplement Salary Schedule is amended.

On June 10, 2020, the parties reached consensus on amendments to the Instructional Supplement Salary Schedule with implementation to begin immediately. The amendments included the following, with discussion regarding available funding to take place at a later date:

- The addition of Inventors Fair Director, History Fair Sponsor, Mock Trial Sponsor, Head Esports Coach, Assistant Esports Coach, and Future Educators of America Sponsor (Middle School) supplements.
- The Inventors Fair has been a District supported event since 1988 and is open to students from grades K-12. One (1) supplement for a School-based Inventors Fair Director will be available at each location. Combination schools, i.e. K-8 schools, will receive two (2) supplements: one (1) for elementary grades, and one (1) for middle grades. The supplement will be paid beginning in FY21 (2020-2021 school year) in the amount of \$810.00.
- The History Fair has been a District supported event since 2005 and is open to middle and high school students. One (1) supplement for a School-based History Fair Sponsor will be available in each middle and high school. The supplement will be paid beginning in FY21 (2020-2021 school year) in the amount of \$810.00.
- Mock Trial has been a District supported event since 2005 and is open to high school students. One (1) supplement for a School-based Mock Trial Sponsor will be available at each high school. The supplement will be paid beginning in FY21 (2020-2021 school year) in the amount of \$810.00.
- Esports is a new District supported event open to high school students. One (1) Head Esports Coach and one (1) Assistant Esports Coach will be available at each high school. The supplement will be paid beginning in FY21 (2020-2021 school year) in the



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amount of \$810.00 for the Head Esports Coach and \$405.00 for the Assistant Esports Coach.

- The Future Educators of America Sponsor supplement is currently available at high schools and will be available at each middle school location starting in FY21 (2020-2021 school year). The supplement will be paid beginning in FY21 (2020-2021 school year) in the amount of \$810.00 for the middle school supplement.

On September 9, 2020, the parties discussed an option for these supplements to be grant funded for FY21 (2020-2021 school year), with the expenditure of funds to approved as part of the grant process. These supplements will be paid by the District's Title IV - Part A: Student Support and Academic Enrichment Grant during the FY21 (2020-2021 school year).

The parties agree to amend an Memorandum of Understanding (MOU), effective March 1, 2020, to allow for surplus grant funding to be applied to supplements made available to instructional staff who completed professional development necessary to pass the Florida Department of Education (FL DOE) Computer Science K-12 subject area exam.

In addition, the parties agreed to extend the contractual deadline for the payment of supplements to October 15, 2020. The extension of this deadline will allow the parties to review the assignment of supplemental duties after the 10-day count for students, in order to ensure equitable distribution of available resources among schools throughout the school year.

Additional recommendations made by the TALC Supplement Committee will be considered as part of the bargaining process and may be implemented at a later date. Recommendations will include discussions about sustainability.


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




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Agreed to:

The Teachers Association of Lee County

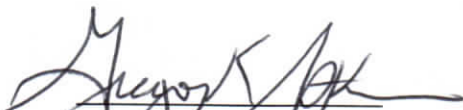
  
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Kevin Daly  
President

9/14/20  
Date


  
\_\_\_\_\_  
Kerr Fazzone, Ph.D.  
Chief Negotiator

9/14/2020  
Date

The School District of Lee County

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

9/15/20  
Date

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

9/14/2020  
Date